DECLARATION OF OTIS D. WOODARD



I Otis D. Woodard, respectfully state as follows.

I.I am a resident of the city of St. Louis of the state of Missouri. I have been a resident of St. Louis since 1969.

and many individuals requesting job references from Lutheran Outreach.

- 2. I have been the director of Lutheran North St. Louis Outreach for twenty-one years. Based on the gospel derived from the Lutheran chruch this agency responds to calls for help of the needy in St. Louis and Illinois. The theme of my work has been the Gospel After The Benidiction. We provide food, clothing , shelter, crisis counseling and social education. We get calls from companies, organizations,
- 3. In KFUO's OPPOSITION TO PETITION TO DENY AND response TO INQUIRY, dated Feb. 23,1990 on page fifteen, KFUO states, "Finally, KFUO has begun working with Reverend Otis Woodard, a black Lutheran Minister who operates an outreach in northern St. Louis. Reverend Woodard has referred minority applicants to KFUO."
- 4. Kfuo's statement above, in paragraph three, is absolutely untrue. KFUO has never approached me as a referral source for minority applicants. Futhermore I am a lay minister not a Lutheran Reverend.
- 5. I have a very extensive musical background. My first music teacher was W.W. Handy who was the nephew of the famous musical composer W.C. Handy. Under W.W. Handy's tutelage I studied many forms of music, including classical. I also participated in the ballet during high school. We preformed Swan Lake in many southern cities to high school audiences. I sing and play many instruments, including the trombone, baritone, and the ukulele. In fact, I was a member of the KFUO choir and sang the "Amazing Grace" solo on the first KFUO choir album.
- 6. Again, I want to stress that I am a life long Lutheran. I was baptized at the age of six at St. Paul's Lutheran church, in Birmingham, Alabama, where I am listed as a founder of the church.
- 7. Again I also want to stress that KFUO has never contacted me in regards to job referrals for African-Americans, or anyone else for that matter.
- 8. I declare under penalty of perjury under the laws of the United States of America that the foregoing Declaration is true and correct to the best of my knowledge and belief.

Executed

Otis D. Woodard

NAACP EXHIBIT 21

Federal Ço	mmunications Commission
Docket No. 94-	10 Exhibit No. 21
Presented by	NAMER
	Identified <u>6/2/</u>
Disposition -	Received
	Rejected
Reporter BA	BARA LORO
Date <u>(e/2/ f</u>	14
	· ~~~ · ~~~

Comp

PAGE 124

12-02-83

KIQQ FM 08818

KJ01 FM 08018

KKGO FM 08011

KLVE FM 08009

KMET FA 03188

KMET FM 03188

FULL TIME HIGHER PAY

1983 TOTAL EMPLOYEES

1982 TOTAL EMPLOYEES

1981 TOTAL EMPLOYEES

1980 TOTAL EMPLOYEES

1979 TOTAL EMPLOYEES

FULL TIME HIGHER PAY

FULL TIME LOWER PAY

1983 TOTAL EMPLOYEES

1982 TOTAL EMPLOYEES

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FULL TIME LOWER PAY

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FULL TIME TOTAL

PART TIME TOTAL

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FULL TIME LOWER PAY

FULL TIME TOTAL

PART TIME TOTAL

COMMUNITY

LOS ANGELES

STATE

CALIFORNIA

MINORITY EMPLOYMENT REPORT FOR U S BROADCASTING SERVICES BY STATES - NUMBER OF EMPLOYEES

MARKET OR METRO AREA

LOS ANGELES-LONG BEACH

TOTAL

EMPLOYEES

C



STATE COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORI	TIES (INCLUDING	FEMALE E	MPLOYEES)
CALIFORNIA		2 251223	, Emerce 3			ASIAN	AM IND/	HIS-
SAN DIEGO	670			TOTAL	BLACK	PAC/ISL	ALASKAN	PANIC
KBZT FM 08072	SAN DIEGO					•		
FULL TIME HIGHER PAY		17	6	2	1	0	0	1
FULL TIME LOWER PAY		2	2	2	1	0	0	1
FULL TIME TOTAL		19	8	4	2	0	0	2
PART TIME TOTAL		12	5	0	0	0	0	0
1983 TOTAL EMPLOYEES		31	13	4	2	0	0	2
1982 TOTAL EMPLOYEES		25	8	4	3	0	0	1
1981 TOTAL EMPLOYEES		24	7	2	1	0	0	1
1980 TOTAL EMPLOYEES		22	8	2	1	0	0	1
1979 TOTAL EMPLOYEES		19	8	2	1	0	0	1
CKFSD FM 08753	SAN DIEGO							
FULL I IME HIGHER PAY		13	3	2	0	0	1	1
FULL TIME LOWER PAY		2	1	1	Õ	1	0	0
FULL TIME TOTAL		15	4	3	Ō	1	1	1
PART TIME TOTAL		4	1	1	Ŏ	Ó	Ó	1
1983 TOTAL EMPLOYEES		19	5	á	ō	1	1	2
1982 TOTAL EMPLOYEES		18	6	3	ŏ	1	ò	2
1981 TOTAL EMPLOYEES		17	5	1	ŏ	ó	ŏ	1
1980 TOTAL EMPLOYEES		14	4	ò	ŏ	ő	ŏ	Ò
1979 TOTAL EMPLOYEES		15	3	1	1	ŏ	ŏ	ŏ
KIFM FM 08069	SAN DIEGO		_		•	· ·	•	·
FULL TIME HIGHER PAY		16	6	0	0	0	0	0
FULL TIME LOWER PAY		2	2	1	ŏ	Ö	Ö	1
FULL TIME TOTAL		18	8	1	ō	Ō	ō	1
PART TIME TOTAL		5	2	0	Ō	Ö	Ö	0
1983 TOTAL EMPLOYEES		23	10	1	ŏ	ŏ	ŏ	1
1982 TOTAL EMPLOYEES		20	7	Ó	ŏ	Ö	ō	0
1981 TOTAL EMPLOYEES		24	4	1	1	Ö	Ö	Ö
1980 TOTAL EMPLOYEES		20	5	Ó	Ó	ŏ	ŏ	Ö
1979 TOTAL EMPLOYEES		19	6	1	1	ŏ	ŏ	ŏ
KITT FM 08067	SAN DIEGO		•	•	•	Ū	•	J
1981 TOTAL EMPLOYEES	J 0222-0	15	4	1	1	0	O	0
1980 TOTAL EMPLOYEES		15	6	4	2	1	ŏ	1
1979 TOTAL EMPLOYEES		20	6	6	1	ö	ŏ	5
KJQY FM 08754	SAN DIEGO	20	Ū	J	'	U	J	J
FULL TIME HIGHER PAY	SAIT DIEGO	. 15	5	2	1	0	О	•
FULL TIME LOWER PAY		4	3	1	i	0	Ö	ó
FULL TIME LOWER PAY		19	8	3	2	0	0	1
		7	Ö	0	_	_	0	ò
PART TIME TOTAL			8	3	0	0		•
1983 TOTAL EMPLOYEES		26	-	_	2	0	0	1
1982 TOTAL EMPLOYEES		27	8 7	3	1	0	0	2
1981 TOTAL EMPLOYEES		24	-	4	0	1	0	3
1980 TOTAL EMPLOYEES		23	8	2	0	1	0	1
1979 TOTAL EMPLOYEES		21	8	3	1	О	0	2



SAN FRANCISCO	STATE COMMUNITY		MARKET OR METRO AREA	TOTAL Employees	TOTAL FEMALES	MINORI	TIES (INCLUDING	FEMALE E	MPLOYEES)
KIOI AF 04355	CALIFORNIA			5 G5.126				ASIAN	AM IND/	HIS-
KIOI AF 04355	SAN FRANCISCO		690			TOTAL	BLACK		- •	PANIC
1980 TOTAL EMPLOYEES	KIQI AF	04355	SAN FRANCISCO-DAKLAND							
KIOT AM 04355 SAN FRANCISCO-OAKLAND 20				52	20	15	5	8	1	1
RIOT AM 04355 SAN FRANCISCO-OAKLAND FULL TIME HIGHER PAY 3 1 2 0 0 0 18	1979	TOTAL EMPLOYEES						5	2	3
FULL TIME LOWER PAY FULL TIME TOTAL 23 5 20 0 0 0 0 20 PART TIME TOTAL 33 5 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			SAN FRANCISCO-OAKLAND							
FULL TIME LOWER PAY FULL TIME TOTAL 23 5 20 0 0 0 20 PART TIME TOTAL 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	FULL	TIME HIGHER PAY		20	4	18	0	0	0	18
FULL TIME TOTAL PART TIME TOTAL EMPLOYEES PART TIME TOTAL EMPLOYEES PART TIME TOTAL EMPLOYEES PART TIME TOTAL EMPLOYEES PART TIME LOWER PAY PART TIME LOWER PAY PART TIME TOTAL EMPLOYEES PART TIME TOTAL PART TIME TOTAL EMPLOYEES PART TIME TOTAL PART TIME TOTAL EMPLOYEES PART TIME TOTAL EMPLOYEES PART TIME HOMER PAY PART TIME TOTAL EMPLOYEES PART TIME HOMER PAY PART TIME HOMER PAY PART TIME TOTAL EMPLOYEES PART TIME HOMER PAY PART TIME TOTAL EMPLOYEES PART TIME LOWER PAY PART TIME TOTAL PART TIME TOTAL PART TIME TOTAL EMPLOYEES PART TIME TOTAL EMPL	FULL	TIME LOWER PAY			1			O	0	2
PART TIME TOTAL 1983 TOTAL EMPLOYEES 1983 TOTAL EMPLOYEES 188 3 15 0 0 0 15 1981 TOTAL EMPLOYEES 1893 10 10 10 0 0 15 1981 TOTAL EMPLOYEES 1893 10 10 10 0 0 0 15 1981 TOTAL EMPLOYEES 1893 10 10 0 0 0 16 KICHI AF 01299	FULL	TIME TOTAL			5			0		20
1982 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 23 4 16 0 0 0 0 15 KKHI AF 01298	PART	TIME TOTAL			0		_	0		0
1981 TOTAL EMPLOYEES 23 4 16 0 0 0 16	1983	TOTAL EMPLOYEES		23	5	20	Ö	0	Ö	20
SAN FRANCISCO-OAKLAND SAN	1982	TOTAL EMPLOYEES		18	3	15	O	0	0	15
FULL TIME LOWER PAY FULL TIME LOWER PAY FULL TIME TOTAL FULL TIME FOR ANY FULL TIME FO	.1981	TOTAL EMPLOYEES		23	4	16	0	0	0	16
FULL TIME LOWER PAY FULL TIME TOTAL FULL TIME FURTH FULL TIME FURTH FULL TIME HIGHER PAY FULL TIME HIGHER PAY FULL TIME TOTAL FULL TIME FUTHL FUTHL FULL TIME FUTHL FUTH	C KKHI AF	01298	SAN FRANCISCO-DAKLAND							
FULL TIME TOTAL PART TIME TOTAL 1983 TOTAL EMPLOYEES 1982 TOTAL EMPLOYEES 26 11 5 3 1 0 0 1 1982 TOTAL EMPLOYEES 27 30 10 4 3 1 0 0 1980 TOTAL EMPLOYEES 28 9 6 3 3 0 0 0 1980 TOTAL EMPLOYEES 28 9 6 3 3 0 0 0 1990 TOTAL EMPLOYEES 27 9 4 2 0 0 0 2 KNBR AF 00199 FULL TIME HIGHER PAY FULL TIME LOWER PAY FULL TIME LOWER PAY PART TIME TOTAL 29 2 2 0 0 0 0 1983 TOTAL EMPLOYEES 116 50 27 11 11 0 5 1983 TOTAL EMPLOYEES 116 50 27 11 11 0 5 1983 TOTAL EMPLOYEES 116 50 27 11 11 0 5 1983 TOTAL EMPLOYEES 116 50 27 11 11 0 5 1983 TOTAL EMPLOYEES 116 50 27 11 11 0 5 1983 TOTAL EMPLOYEES 117 1 11 0 5 1983 TOTAL EMPLOYEES 118 10 4 28 10 13 1 4 1980 TOTAL EMPLOYEES 1199 TOTAL EMPLOYEES 110 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 111 44 28 10 0 3 1979 TOTAL EMPLOYEES 111 44 28 10 0 3 1979 TOTAL EMPLOYEES 111 44 28 10 0 3 1979 TOTAL EMPLOYEES 111 44 28 10 0 3 1979 TOTAL EMPLOYEES 111 44 28 10 0 3 1970 TOTAL EMPLOYEES 111 44 28 10 0 3 1970 TOTAL EMPLOYEES 111 44 28 10 0 3 1970 TOTAL EMPLOYEES 111 44 28 10 0 3 1970 TOTAL EMPLOYEES 111 44 28 10 0 3 1970 TOTAL EMPLOYEES 111 44 28 10 0 3 1970 TOTAL EMPLOYEES 111 44 28 10 0 3 1970 TOTAL EMPLOYEES 111 44 28 10 0 3 1970 TOTAL EMPLOYEES 111 44 28 10 0 3 1970 TOTAL EMPLOYEES 111 44 9 6 1 0 0 0 1 1 1 1 0 0 1 0 0 0 0 0 0 0 0 0	FULL	TIME HIGHER PAY		19	5	2	1	1	0	0
PART TIME TOTAL 1982 TOTAL EMPLOYEES 1982 TOTAL EMPLOYEES 20 11 5 3 1 0 0 1 1982 TOTAL EMPLOYEES 20 10 4 3 1 0 0 0 1981 TOTAL EMPLOYEES 21 9 6 3 3 0 0 1980 TOTAL EMPLOYEES 22 9 9 6 3 3 0 0 1980 TOTAL EMPLOYEES 23 1 12 5 1 3 1 0 1979 TOTAL EMPLOYEES 27 9 4 2 0 0 0 2 KNBR AF 00199 SAN FRANCISCO-DAKLAND FULL TIME HIGHER PAY FULL TIME LOWER PAY 11 14 48 27 11 11 0 5 4 0 1 FULL TIME TOTAL 114 48 27 11 11 0 5 5 1982 TOTAL EMPLOYEES 116 50 27 11 11 0 5 1982 TOTAL EMPLOYEES 110 46 26 11 11 0 5 1982 TOTAL EMPLOYEES 110 46 26 11 11 0 5 1982 TOTAL EMPLOYEES 110 46 26 11 11 0 5 1983 TOTAL EMPLOYEES 111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 11 11 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 11 11 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 11 11 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 11 11 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 11 11 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 11 10 0 0 0 1 1 1 1 1 1 0 0 1 1 1 1 0 0 1 1 1 0 0 0 0	FULL	TIME LOWER PAY		3	3	2	1	0	0	1
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1982 TOTAL EMPLOYEES 30 10 4 3 1 0 0 1981 TOTAL EMPLOYEES 31 12 5 1 3 1 0 0 1980 TOTAL EMPLOYEES 31 12 5 1 3 1 0 0 1979 TOTAL EMPLOYEES 27 9 4 2 0 0 2 2 2 2 2 2 2	PART	TIME TOTAL		4	3	1	1	0	0	0
1981 TOTAL EMPLOYEES 28	1983	TOTAL EMPLOYEES		26	11	5	3	1	0	1
1980 TOTAL EMPLOYEES 31 12 5 1 3 1 0 1979 TOTAL EMPLOYEES 27 9 4 2 0 0 0 2 2 2 2 2 2	1982	TOTAL EMPLOYEES		30	10	4	3	1	0	0
1979 TOTAL EMPLOYEES 27 9 4 2 0 0 0 2	1981	TOTAL EMPLOYEES		28	9	6	3	3	0	0
KNBR AF OO199 SAN FRANCISCO-DAKLAND 93 30 17 6 7 0 4	1980	TOTAL EMPLOYEES		31	12	5	1	3	1	0
FULL TIME HIGHER PAY FULL TIME LOWER PAY 21 18 10 5 4 0 1 FULL TIME TOTAL 114 48 27 11 11 0 5 PART TIME TOTAL 2 2 0 0 0 0 0 0 1983 TOTAL EMPLOYEES 116 50 27 11 11 0 5 1982 TOTAL EMPLOYEES 110 46 26 11 11 0 4 1981 TOTAL EMPLOYEES 1110 46 26 11 11 0 4 1980 TOTAL EMPLOYEES 1111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 1111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 1111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 1111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 1111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 111 4 28 10 13 1 4 1980 TOTAL EMPLOYEES 18 7 3 1 1 0 0 1 10 1 1 1 1 1 1 1 1 1 1 1 1 1	1979	TOTAL EMPLOYEES		27	9	4	2	0	0	2
FULL TIME LOWER PAY FULL TIME TOTAL FULL TIME EMPLOYEES FULL TIME MPLOYEES FULL TIME HIGHER PAY FULL TIME HIGHER PAY FULL TIME LOWER PAY FULL TIME TOTAL FULL	KNBR AF	00199	SAN FRANCISCO-DAKLAND							
FULL TIME TOTAL PART TOTAL EMPLOYEES PART TIME HIGHER PAY PULL TIME HIGHER PAY PULL TIME LOWER PAY PULL TIME TOTAL PULL TIME TOT	FULL	TIME HIGHER PAY		93	30	17	6	7	0	4
PART TIME TOTAL 1983 TOTAL EMPLOYEES 11982 TOTAL EMPLOYEES 11982 TOTAL EMPLOYEES 1100 46 26 11 11 0 4 1981 TOTAL EMPLOYEES 1111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 1111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 1111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 1111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 1111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 1111 44 28 10 13 1 1 4 1980 TOTAL EMPLOYEES 1111 44 28 10 13 1 1 0 0 3 1980 TOTAL EMPLOYEES 1111 44 28 10 13 1 1 0 0 1 1980 TOTAL EMPLOYEES 1111 44 28 10 13 1 1 0 0 1 1980 TOTAL EMPLOYEES 1111 44 9 6 1 0 0 0 1 1980 TOTAL EMPLOYEES 1111 44 9 6 1 0 0 0 1 1980 TOTAL EMPLOYEES 1111 44 9 6 1 0 0 0 1 1 1980 TOTAL EMPLOYEES 1111 44 9 6 1 0 0 0 1 1 1980 TOTAL EMPLOYEES 1111 44 9 6 1 0 0 0 1 1 1 1980 TOTAL EMPLOYEES 1111 4 1980 TOTAL EMPLOYEES 1111 11 0 0 0 0 0 1 1 1 1 1 1 1 1 1 1	FULL	TIME LOWER PAY		21	18	10	5	4	0	1
1983 TOTAL EMPLOYEES 1982 TOTAL EMPLOYEES 110 46 26 11 11 0 4 1981 TOTAL EMPLOYEES 111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 111 44 28 10 13 1 4 1981 TOTAL EMPLOYEES 1979 TOTAL E	FULL	TIME TOTAL		1.14	48	27	11	11	0	5
1982 TOTAL EMPLOYEES 110 46 26 11 11 0 4 1981 TOTAL EMPLOYEES 1111 44 28 10 13 1 4 1980 TOTAL EMPLOYEES 94 38 20 8 9 0 3 1979 TOTAL EMPLOYEES 78 30 20 8 9 0 3 KSFO AM OO232 SAN FRANCISCO-OAKLAND FULL TIME HIGHER PAY FULL TIME LOWER PAY FULL TIME TOTAL 12 14 9 6 1 0 2 PART TIME TOTAL 12 3 1 0 0 0 1 1983 TOTAL EMPLOYEES 1982 TOTAL EMPLOYEES 61 20 12 5 2 1 4 1981 TOTAL EMPLOYEES 69 23 13 6 3 1 3 1980 TOTAL EMPLOYEES 81 29 18 7 4 1 6	PART	TIME TOTAL		2	2	0	0	0	0	0
1981 TOTAL EMPLOYEES 1980 TOTAL EMPLOYEES 94 38 20 8 9 0 3 1979 TOTAL EMPLOYEES 78 30 20 8 9 0 3 KSFO AM 00232 SAN FRANCISCO-OAKLAND FULL TIME HIGHER PAY FULL TIME LOWER PAY 8 7 6 5 0 0 1 FULL TIME TOTAL FULL TIME TOTAL 12 14 9 6 1 0 2 PART TIME TOTAL 1983 TOTAL EMPLOYEES 54 17 10 6 1 0 3 1982 TOTAL EMPLOYEES 61 20 12 5 2 1 4 1981 TOTAL EMPLOYEES 69 23 13 6 3 1 3 1980 TOTAL EMPLOYEES 81 29 18 7 4 1 6	1983	TOTAL EMPLOYEES		116	50	27	11	11	Ō	5
1980 TOTAL EMPLOYEES 1979 TOTAL EMPLOYEES 78 30 20 8 9 0 3 KSFO AM 00232 SAN FRANCISCO-OAKLAND FULL TIME HIGHER PAY 8 7 6 5 0 0 1 FULL TIME TOTAL 42 14 9 6 1 0 2 PART TIME TOTAL 1983 TOTAL EMPLOYEES 54 17 10 6 1 0 3 1982 TOTAL EMPLOYEES 61 20 12 5 2 1 4 1981 TOTAL EMPLOYEES 69 23 13 6 3 1 3 1980 TOTAL EMPLOYEES 81 29 18 7 4 1 6	1982	TOTAL EMPLOYEES		110	46	26	11	11	0	4
1980 TOTAL EMPLOYEES 94 38 20 8 9 0 3 1979 TOTAL EMPLOYEES 78 30 20 8 9 0 3 KSFO AM 00232 SAN FRANCISCO-OAKLAND FULL TIME HIGHER PAY 34 7 6 5 0 0 1 FULL TIME LOWER PAY 8 7 3 1 1 0 0 1 FULL TIME TOTAL 42 14 9 6 1 0 2 PART TIME TOTAL 12 3 1 0 0 0 1 1983 TOTAL EMPLOYEES 54 17 10 6 1 0 3 1982 TOTAL EMPLOYEES 61 20 12 5 2 1 4 1981 TOTAL EMPLOYEES 69 23 13 6 3 1 3 1980 TOTAL EMPLOYEES 81 29 18 7 4 1 6	1981	TOTAL EMPLOYEES		111	44	28	10	13	1	4
1979 TOTAL EMPLOYEES 78 30 20 8 9 0 3				94	38	20	8	9	0	3
SAN FRANCISCO-DAKLAND SAN	1979	TOTAL EMPLOYEES		78	30		8	9		3
FULL TIME HIGHER PAY FULL TIME LOWER PAY B 7 3 1 1 0 1 FULL TIME TOTAL FULL TIME TOTAL PART TIME TOTAL 12 3 1 0 0 0 1 1983 TOTAL EMPLOYEES 54 17 10 6 1 0 3 1982 TOTAL EMPLOYEES 61 20 12 5 2 1 4 1981 TOTAL EMPLOYEES 69 23 13 6 3 1 3 1980 TOTAL EMPLOYEES 81 29 18 7 4 1 6	KSFO AM	00232	SAN FRANCISCO-DAKLAND						•	
FULL TIME TOTAL 42 14 9 6 1 0 2 PART TIME TOTAL 12 3 1 0 0 0 1 1983 TOTAL EMPLOYEES 54 17 10 6 1 0 3 1982 TOTAL EMPLOYEES 61 20 12 5 2 1 4 1981 TOTAL EMPLOYEES 69 23 13 6 3 1 3 1980 TOTAL EMPLOYEES 81 29 18 7 4 1 6	FULL	TIME HIGHER PAY		34	7	6	5	0	0	1
FULL TIME TOTAL 42 14 9 6 1 0 2 PART TIME TOTAL 12 3 1 0 0 0 1 1983 TOTAL EMPLOYEES 54 17 10 6 1 0 3 1982 TOTAL EMPLOYEES 61 20 12 5 2 1 4 1981 TOTAL EMPLOYEES 69 23 13 6 3 1 3 1980 TOTAL EMPLOYEES 81 29 18 7 4 1 6				8	7			1	_	1
PART TIME TOTAL 12 3 1 0 0 0 1 1983 TOTAL EMPLOYEES 54 17 10 6 1 0 3 1982 TOTAL EMPLOYEES 61 20 12 5 2 1 4 1980 TOTAL EMPLOYEES 69 23 13 6 3 1 3 1980 TOTAL EMPLOYEES 81 29 18 7 4 1 6				42	14	9	6	1	Ö	2
1983 TOTAL EMPLOYEES 54 17 10 6 1 0 3 1982 TOTAL EMPLOYEES 61 20 12 5 2 1 4 1981 TOTAL EMPLOYEES 69 23 13 6 3 1 3 1980 TOTAL EMPLOYEES 81 29 18 7 4 1 6								0	_	1
1982 TOTAL EMPLOYEES 61 20 12 5 2 1 4 1 981 TOTAL EMPLOYEES 69 23 13 6 3 1 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1		· - · · - · · - · · -		· -	_	-	-	_	-	3
1981 TOTAL EMPLOYEES 69 23 13 6 3 1 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1				-			_	2	1	4
1980 TOTAL EMPLOYEES 81 29 18 7 4 1 6				- ·			_	_	1	3
								4	1	6
								3	1	4



STATE COMMUNITY		MARKET OR METRO AREA	TOTAL Employees	TOTAL FEMALES	MINORI	TIES (1	INCLUDING	FEMALE E	(MPLOYEES)
COLORADO			2 20.220	,			ASIAN	AM IND/	HIS-
DENVER		150			TOTAL	BLACK		ALASKAN	
KLIR FM	10376	DENVER-BOULDER							
FULL	TIME HIGHER PAY		18	4	4	2	0	1	1
FULL	TIME LOWER PAY		2	2	1	0	0	0	1
	TIME TOTAL		20	6	5	2	0	1	2
	TIME TOTAL		9	3	1	0	0	0	1
	TOTAL EMPLOYEES		29	9	6	2	0	1	3
	TOTAL EMPLOYEES		21	7	5	1	O	1	3
KOSI FM		DENVER-BOULDER					_	_	
	TIME HIGHER PAY		19	6	2	1	0	0	1
	TIME LOWER PAY		3	3	1	1	0	0	o
	TIME TOTAL		22	9	3	2	o	0	1
	TIME TOTAL		4	o	1	1	0	0	0
	TOTAL EMPLOYEES		26	9	4	3	0	0	1
	TOTAL EMPLOYEES		24	8	10	2	0	0	8
KPKE FM		DENVER-BOULDER					_	_	•
	TIME HIGHER PAY		19	10	1	1	0	0	0
	TIME LOWER PAY		2	2	1	1	0	0	0
	TIME TOTAL		21	12	2	2	0	0	0
	TIME TOTAL		10	8	0	0	0	0	O
	TOTAL EMPLOYEES		31	20	2	2	0	0	0
	TOTAL EMPLOYEES	DEANIER - DOLL BER	27	14	2	2	0	0	0
	08779_)	DENVER-BOULDER		_			_	_	_
	TIME HIGHER PAY		12	3	1	1	0	0	0
	TIME LOWER PAY		1	1	0	0	0	O	0
	TIME TOTAL		13	4	1	1	o	0	0
	TIME TOTAL		3	2	0	0	0	0	0
	TOTAL EMPLOYEES		16	6	1	1	0	0	0
	TOTAL EMPLOYEES		16	6	1	1	o	0	0
	TOTAL EMPLOYEES		14	4	1	1	0	0	0
	TOTAL EMPLOYEES		14	4	1	1	0	0	, 0
	TOTAL EMPLOYEES		14	4	1	1	0	0	0
KCFR ER		DENVER-BOULDER		_			_	_	_
	TIME HIGHER PAY		12	6	1	1	0	0	0
	TIME LOWER PAY		0	0	0	0	0	0	0
	TIME TOTAL		12	6	1	1	0	0	0
	TIME TOTAL		. 2	<u>1</u>	0	0	0	0	0
	TOTAL EMPLOYEES		14	7	1	1	0	0	0
	TOTAL EMPLOYEES		13	7	1	1	0	0	0
	TOTAL EMPLOYEES		13	5	2	2	0	0	o
	TOTAL EMPLOYEES		7	3	0	0	0	0	0
1979	TOTAL EMPLOYEES		11	4	1	1	0	О	0



STATE COMMUNITY	MARKET (OR METRO AREA		TOTAL Employees	TOTAL Females	MINORI	TIES (I	NCLUDING	FEMALE E	MPLOYEES)
FLORIDA	,,,,,,,		•	D 201220	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			ASIAN	AM IND/	HIS-
MIAMI		555				TOTAL	BLACK	PAC/ISL	•	PANIC
WTMI FM	08735)	MIAMI								
FULL	TIME HIGHER PAY			13	4	2	1	1	0	0
FULL	TIME LOWER PAY			1	1	0	0	0	0	0
FULL	TIME TOTAL			14	5	2	1	1	0	0
PART	TIME TOTAL			5	0	2	2	0	0	0
1983	TOTAL EMPLOYEES			19	5	4	3	1	0	0
1982	TOTAL EMPLOYEES			15	3	1	1	0	0	0
1981	TOTAL EMPLOYEES			16	4	2	1	1	0	0
1980	TOTAL EMPLOYEES			19	4	4	4	0	0	0
1979	TOTAL EMPLOYEES			24	8	2	1	0	0	1
WLRN ER	07235	MIAMI								
FULL	TIME HIGHER PAY			11	1	3	2	0	0	1
FULL	TIME LOWER PAY			2	1	2	2	0	0	0
FULL	TIME TOTAL			13	2	5	4	0	Ö	1
PART	TIME TOTAL			5	2	2	2	0	0	0
1983	TOTAL EMPLOYEES			18	4	7	6	Ó	0	1
	TOTAL EMPLOYEES			14	2	5	4	Ö	Ŏ	1
	TOTAL EMPLOYEES			13	2	4	4	Ö	ō	0
	TOTAL EMPLOYEES			15	3	5	4	ŏ	ŏ	1
	TOTAL EMPLOYEES			12	3	3	3	ŏ	ŏ	ò
WMCU ER		MIAMI		'-		•	·	Ū	v	•
-	TIME HIGHER PAY			5	f	0	0	0	0	0
	TIME LOWER PAY			1	i	1	1	ŏ	ŏ	ŏ
	TIME TOTAL			6	ż	1	i	ŏ	ő	ŏ
	TIME TOTAL			ä	1	Ó	ò	ŏ	ŏ	ŏ
	TOTAL EMPLOYEES			14	3	ĭ	ĭ	ō	ŏ	ŏ
	TOTAL EMPLOYEES			14	2	•	1	ŏ	ŏ	ŏ
	TOTAL EMPLOYEES			13	3	1	Ó	ŏ	ŏ	1
	G BROADCASTING CORPORATION	HQ 0012	29	, ,	•	•	•	·	ŭ	•
·	TOTAL EMPLOYEES	114 0012		12	5	0	0	0	0	0
MIAMI BEACH	TOTAL CITE COTECS	556		•	•	•	•	·	Ü	•
WKAT AM	00543	MIAMI								
	TIME HIGHER PAY			13	2	2	1	0	1	0
	TIME LOWER PAY			5	3	3	3	ő	ò	ŏ
- - -	TIME TOTAL			18	5	5	4	ŏ	•	0
	TIME TOTAL			9	4	ő	ō	ő	ò	ő
	TOTAL EMPLOYEES			27	9	5	4	ŏ	1	ő
	TOTAL EMPLOYEES			29	10	7	5	0	i	1
	TOTAL EMPLOYEES			47	17	6	4	Ö	Ó	,
			•	51	17	9	4	1	•	2
	TOTAL EMPLOYEES					7	3	ò	Ó	
1979	TOTAL EMPLOYEES			37	12	,	3	U	U	4



STATE COMMUNITY		MARKET OR METRO AREA	TOTAL Employees	TOTAL FEMALES	MINORI	TIES (1	NCLUDING	FEMALE E	MPLOYEES)
ILLINOIS							ASIAN	AM IND/	HIS-
CHICAGO		150			TOTAL	BLACK	PAC/ISL	ALASKAN	PANIC
WBBM FA	03170	CHICAGO							
FULL T	IME HIGHER PAY		25	9	3	2	0	0	1
FULL T	TIME LOWER PAY		4	4	2	0	0	0	2
FULL T	IME TOTAL		29	13	5	2	0	0	3
PART T	IME TOTAL		O	0	0	0	0	0	O
1983 T	TOTAL EMPLOYEES		29	13	5	2	0	0	3
1982 T	OTAL EMPLOYEES		24	11	4	3	0	0	1
1981 T	OTAL EMPLOYEES		25	12	4	3	0	0	1
1980 T	OTAL EMPLOYEES		24	12	3	2	0	0	1
	OTAL EMPLOYEES		25	13	4	2	1	0	1
WEMT FM	08193	CHICAGO							
FULL T	IME HIGHER PAY		44	15	8	7	О	0	1
	IME LOWER PAY		5	4	2	1	0	0	1
FULL T	IME TOTAL		49	19	10	8	0	0	2
PART T	IME TOTAL		5	2	0	0	0	0	0
1983 T	OTAL EMPLOYEES		54	21	10	8	0	0	2
1982 T	OTAL EMPLOYEES		56	23	10	8	0	0	2
1981 T	OTAL EMPLOYEES		53	22	13	8	0	0	5
1980 T	OTAL EMPLOYEES		44	18	6	5	0	0	1
WFYR FM	08216	CHICAGO							
FULL T	IME HIGHER PAY		40	15	5	3	0	0	2
FULL T	IME LOWER PAY		5	5	2	2	0	0	0
FULL T	IME TOTAL		45	20	7	5	0	0	2
PART T	IME TOTAL		9	3	1	1	0	0	0
1983 T	TOTAL EMPLOYEES		54	23	8	6	0	0	2
1982 T	TOTAL EMPLOYEES		48	18	5	4	0	0	1
1981 T	OTAL EMPLOYEES		47	19	6	4	0	0	2
1980 T	OTAL EMPLOYEES		44	18	8	7	0	0	1
1979 T	OTAL EMPLOYEES		38	14	5	5	0	0	0
WLAK FM	08170	CHICAGO							
FULL T	IME HIGHER PAY		20	4	1	1	0	0	0
FULL T	IME LOWER PAY		5	5	2	1	0	0	1
FULL T	IME TOTAL		25	9	3	2	0	0	1
PART T	IMF TOTAL		0	0	0	0	0	Ó	0
	OTAL EMPLOYEES		25	9	3	2	ō	Ō	1
	OTAL EMPLOYEES		23	7	3	2	ŏ	ŏ	1
	OTAL EMPLOYEES		22	7	3	2	ŏ	ŏ	1
	OTAL EMPLOYEES		19	6	3	2	ŏ	ŏ	1
	OTAL EMPLOYEES		19	7	3	2	Ö	1	Ó
	·		• •		-		-	•	-



STATE COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL Females	MINORI	TIES (1	INCLUDING	FEMALE E	MPLOYEES)
ILLINOIS	minimal on marino man		TEMPLES			ASIAN	AM IND/	HIS-
CHICAGO	150			TOTAL	BLACK	PAC/ISL	ALASKAN	PANIC
WL00 FA 08185	CHICAGO					,		
1981 TOTAL EMPLOYEES		33	11	3	2	0	0	1
1980 TOTAL EMPLOYEES		29	10	3	3	ŏ	ō	Ó
WLDD FM 08185	CHICAGO			-		_	_	
1979 TOTAL EMPLOYEES		25	7	5	3	0	1	1
WLUP FM 08756	CHICAGO			_				
FULL TIME HIGHER PAY		28	8	1	1	0	0	0
FULL TIME LOWER PAY		5	5	2	1	0	0	1
FULL TIME TOTAL		33	13	3	2	0	0	t
PART TIME TOTAL		13	8	5	3	0	1	1
1983 TOTAL EMPLOYEES		46	21	8	5	0	1	2
1982 TOTAL EMPLOYEES		45	20	8	4	0	1	3
1981 TOTAL EMPLOYEES		45	17	8	4	0	1	3
1980 TOTAL EMPLOYEES		37	19	7	6	0	0	1
1979 TOTAL EMPLOYEES		29	9	2	2	0	0	0
WMET FM 08167	CHICAGO							
FULL TIME HIGHER PAY		19	7	2	1	0	0	1
FULL TIME LOWER PAY		5	4	3	3	0	0	0
FULL TIME TOTAL		24	11	5	4	0	0	1
PART TIME TOTAL		6	0	0	0	0	0	0
1983 TOTAL EMPLOYEES		30	11	5	4	0	0	1
1982 TOTAL EMPLOYEES		33	10	5	4	0	0	1
1981 TOTAL EMPLOYEES		31	9	4	3	0	0	1
1980 TOTAL EMPLOYEES		28	9	4	3	0	0	1
1979 TOTAL EMPLOYEES		36	13	7	7	0	0	0
WNIB _FM 08244	CHICAGO							
FULL TIME HIGHER PAY		8	2	1	1	0	0	0
FULL TIME LOWER PAY		0	0	0	0	0	0	0
FULL TIME TOTAL		8	2	1	1	0	0	0
PART TIME TOTAL		0	0	0	0	0	0	0
1983 TOTAL EMPLOYEES		8	2	1	1	0	O	0
1982 TOTAL EMPLOYEES		7	2	0	0	0	0	0
1981 TOTAL EMPLOYEES		8	2	1	1	0	0	0
1980 TOTAL EMPLOYEES		7	1	1	1	0	0	0
1979 TOTAL EMPLOYEES		8	1	1	1	0	0	0
WUSN FM 08673	CHICAGO							
FULL TIME HIGHER PAY		20	10	0	0	0	0	0
FULL TIME LOWER PAY		2	2	2	1	0	0	1
FULL TIME TOTAL		22	12	2	1	0	0	1
PART TIME TOTAL		9	3	1	0	0	0	1
1983 TOTAL EMPLOYEES		31	15	3	1	0	0	2
1982 TOTAL EMPLOYEES		24	8	3	2	0	0	1
1981 TOTAL EMPLOYEES	PREVIOUS CALL> WEFM	28	9	5	4	0	O	1
1980 TOTAL EMPLOYEES	PREVIOUS CALL> WEFM	33	12	3	3	0	0	0
1979 TOTAL EMPLOYEES	PREVIOUS CALL> WEFM	34	17	6	5	0	0	1



STATE		TOTAL	TOTAL	MINORI	TIES (NCLUDING	FEMALE E	MPLOYEES)
COMMUNITY MASSACHUSETTS	MARKET OR METRO AREA	EMPLOYEES	FEMALES			ASIAN	AM IND/	HIS-
TAUNTON	420			TOTAL	BLACK	PAC/ISL		PANIC
WPEP AM 02271				,,,,,,	5 4.0			
FULL TIME HIGHER PAY		7	3	0	0	0	0	0
FULL TIME LOWER PAY		1	1	ō	ō	Ō	0	O
FULL TIME TOTAL		8	4	Ō	Ó	0	0	0
PART TIME TOTAL		5	1	1	1	Ō	O	Ó
1983 TOTAL EMPLOYEES		13	5	1	1	Ō	Ö	0
1982 TOTAL EMPLOYEES		13	8	1	1	0	0	0
1981 TOTAL EMPLOYEES		11	6	1	1	0	0	0
1980 TOTAL EMPLOYEES		12	7	0	0	0	O	0
1979 TOTAL EMPLOYEES		12	6	0	0	0	0	0
WSNE FM 08447								
FULL TIME HIGHER PAY		19	4	1	1	0	0	0
FULL TIME LOWER PAY		4	4	1	1	0	0	0
FULL TIME TOTAL		23	8	2	2	0	0	0
PART TIME TOTAL		4	1	0	0	0	0	0
1983 TOTAL EMPLOYEES		27	9	2	2	0	0	0
1982 TOTAL EMPLOYEES		29	10	3	3	0	0	0
1980 TOTAL EMPLOYEES	PREVIOUS CALL> WRLM	16	4	0	0	0	0	0
1979 TOTAL EMPLOYEES	PREVIOUS CALL> WRLM	18	4	0	0	0	0	0
WALTHAM	435							
WDLW AM 02061	BOSTON							
FULL TIME HIGHER PAY		17	5	1	1	0	0	0
FULL TIME LOWER PAY		2	1	0	0	0	0	0
FULL TIME TOTAL		19	6	1	1	0	0	0
PART TIME TOTAL		10	1	0	0	0	0	0
1983 TOTAL EMPLOYEES		29	7	1	1	0	0	0
1982 TOTAL EMPLOYEES		25	6	1	1	0	0	0
1981 TOTAL EMPLOYEES		23	5	1	1	0	0	0
1979 TOTAL EMPLOYEES		14	1	0	0	0	0	0
WCRB FM 03967	BOSTON							
FULL TIME HIGHER PAY		38	11	2	0	0	0	2
FULL TIME LOWER PAY		15	14	0	· O	0	0	0
FULL TIME TOTAL		53	25	2	0	0	0	2
PART TIME TOTAL		11	2	2	1	1	0	0
1983 TOTAL EMPLOYEES		64	27	4	1	1	0	2
1982 TOTAL EMPLOYEES		63	27	3	1	0	0	2
1981 TOTAL EMPLOYEES		54	22	4	1	0	0	3
1980 TOTAL EMPLOYEES		52	20	3	2	0	0	1
1979 TOTAL EMPLOYEES		53	17	3	1	1	0	1



STATE COMMUNITY	MARKET OR METRO AREA	TOTAL Employees	TOTAL FEMALES	MINORI	TIES (INCLUDING	FEMALE E	MPLOYEES)
MICHIGAN			, _, , , , , , , , , , , , , , , , , ,			ASIAN	AM IND/	HIS-
DETROIT	285			TOTAL	BLACK	PAC/ISL	ALASKAN	PANIC
WLLZ FM 08269	DETROIT							
FULL TIME HIGHER PAY		21	6	1	1	0	0	0
FULL TIME LOWER PAY		7	7	1	1	0	0	0
FULL TIME TOTAL		28	13	2	2	0	0	0
PART TIME TOTAL		11	9	5	5	0	0	0
1983 TOTAL EMPLOYEES		39	22	7	7	0	0	0
1982 TOTAL EMPLOYEES		35	18	8	8	0	0	0
1981 TOTAL EMPLOYEES	PREVIOUS CALL> WBFG	31	12	6	6	0	0	0
1980 TOTAL EMPLOYEES	PREVIOUS CALL> WBFG	13	4	3	3	0	0	0
1979 TOTAL EMPLOYEES	PREVIOUS CALL> WBFG	12	4	1	1	0	0	0
WMUZ FM 08240	DETROIT							
FULL TIME HIGHER PAY		13	2	0	0	0	0	0
FULL TIME LOWER PAY		1	1	Ó	0	0	0	0
FULL TIME TOTAL		14	3	ō	Ō	Ō	Ö	0
PART TIME TOTAL		4	1	2	2	Ö	0	0
1983 TOTAL EMPLOYEES		18	4	2	2	Ö	ō	Ō
1982 TOTAL EMPLOYEES		12	3	4	4	Ō	Ō	0
1981 TOTAL EMPLOYEES		14	5	2	2	Ô	Ö	Ó
1980 TOTAL EMPLOYEES		14	6	4	4	ŏ	Õ	Ō
1979 TOTAL EMPLOYEES		16	5	6	6	Ŏ	Ŏ	0
WOMC FA 03235	DETROIT					•	•	
1979 TOTAL EMPLOYEES		31	7	4	4	0	0	0
WOMC FM 03235	DETROIT						_	-
FULL TIME HIGHER PAY		18	7	2	2	0	0	0
FULL TIME LOWER PAY		8	7	2	2	Ô	ō	Ō
FULL TIME TOTAL		26	14	4	4	Ö	ō	Ö
PART TIME TOTAL		7	2	ò	Ó	ŏ	ŏ	ŏ
1983 TOTAL EMPLOYEES		33	16	4	4	Ö	Ö	Ō
1982 TOTAL EMPLOYEES		31	14	4	3	ō	Ö	1
1981 TOTAL EMPLOYEES		30	8	4	4	ŏ	ŏ	Ó
1980 TOTAL EMPLOYEES		28	6	4	4	ŏ	Õ	ŏ
WORS FM 08264	DETROIT		Ū	•	•	J	Ŭ	Ŭ
FULL TIME HIGHER PAY		16	4	0	0	0	0	0
FULL TIME LOWER PAY		4	4	3	3	ŏ	ŏ	ő
FULL TIME TOTAL		20	8	3	3	ő	ő	ŏ
PART TIME TOTAL		5	Ö	Ö	Ö	0	Ö	Ö
1983 TOTAL EMPLOYEES		25	8	3	3	Ö	Ö	ŏ
1982 TOTAL EMPLOYEES		27	9	A	A	0	0	0
1982 TOTAL EMPLOYEES		27	9	4	4	0	=	0
		18	6	4	1	0	0	0
1980 TOTAL EMPLOYEES		18	•	1	1	U	0	0



MINORITY EMPLOYMENT REPORT FOR U S BROADCASTING SERVICES BY STATES - NUMBER OF EMPLOYEES

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STATE COMMUNITY	MARKET OR METRO AREA	TOTAL Employees	TOTAL FEMALES	MINORI	TIES (INCLUDING	FEMALE E	MPLOYEES)
MISSOURI						ASIAN	AM IND/	HIS-
CHILLICOTHE	090			TOTAL	BLACK	PAC/ISL		PANIC
KCHI AF 11560						-		
1980 TOTAL EMPLOYEES	5	12	5	0	0	0	0	0
CLAYTON	105							
KADI AF 01329	ST LOUIS							
1982 TOTAL EMPLOYEES	3	24	1.1	3	3	0	0	O
1981 TOTAL EMPLOYEES	;	30	9	4	4	0	0	0
1980 TOTAL EMPLOYEES		30	10	4	4	0	0	0
1979 TOTAL EMPLOYEES	· · · · · · · · · · · · · · · · · · ·	38	15	5	5	0	0	0
KFUO AF 07905	ST LOUIS							
FULL TIME HIGHER PAY	1	. 14	3	1	1	0	O	0
FULL TIME LOWER PAY		3	3	0	О	0	0	0
FULL TIME TOTAL		17	6	1	1	0	0	0
PART TIME TOTAL		7	0	0	0	0	0	0
1983 TOTAL EMPLOYEES	3	24	6	1	1	0	0	0
1982 TOTAL EMPLOYEES	5	23	6	1	1	0	0	0
1981 TOTAL EMPLOYEES	5	22	6	1	1	0	0	0
1980 TOTAL EMPLOYEES	3	23	6	2	2	0	0	0
1979 TOTAL EMPLOYEES	3	22	5	3	3	0	0	0
CLINTON	120						_	·
KDKD AF 02512								
FULL TIME HIGHER PAY	•	9	4	0	0	0	0	0
FULL TIME LOWER PAY		4	2	ō	ō	Ö	ŏ	ō
FULL TIME TOTAL		13	6	ŏ	ŏ	ŏ	ŏ	ŏ
PART TIME TOTAL		2	ŏ	ŏ	ŏ	ŏ	ŏ	ŏ
1983 TOTAL EMPLOYEES		15	6	ŏ	ŏ	ő	ŏ	ŏ
1982 TOTAL EMPLOYEES		14	6	ŏ	ŏ	ŏ	ŏ	ŏ
1981 TOTAL EMPLOYEES		11	4	ŏ	ŏ	ŏ	ŏ	ŏ
1980 TOTAL EMPLOYEES		29	11	1	ŏ	ŏ	ŏ	ĭ
1979 TOTAL EMPLOYEES		12	4	Ó	ŏ	ŏ	ŏ	ò
COLUMBIA	135	· -	•	Ū	·	•	Ü	Ŭ
KBIA TV 07411	COLUMBIA							
1979 TOTAL EMPLOYEES		37	11	5	5	0	0	0
KCBJ TV 06522	COLUMBIA-JEFFERSON CITY			_	_	_	_	•
1982 TOTAL EMPLOYEES		26	11	2	1	0	0	1
1981 TOTAL EMPLOYEES		27	11	1	1	ō	Ŏ	Ó
1980 TOTAL EMPLOYEES	·	25	8	2	2	Ö	ō	ō
1979 TOTAL EMPLOYEES		24	6	1	1	Ö	ŏ	ŏ
KOMU TV 06075	COLUMBIA-JEFFERSON CITY	_ :	_	•		-	_	_
1982 TOTAL EMPLOYEES		73	19	5	5	0	0	0
1981 TOTAL EMPLOYEES		69	16	1	1	ŏ	ŏ	ŏ
1980 TOTAL EMPLOYEES		69	18	ó	Ö	ŏ	ŏ	ŏ
1979 TOTAL EMPLOYEES		64	19	2	1	ĭ	ő	ŏ
1373 TOTAL EMPLOTEE.	•	U -7	, ,	_	•	•	•	O



MINORITY EMPLOYMENT REPORT FOR U S BROADCASTING SERVICES BY STATES - NUMBER OF EMPLOYEES

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STATE COMMUNITY		MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORI	TIES (I	NCLUDING	FEMALE E	MPLOYEES)
MISSOURI		MARKET OR METRO AREA	CMPCOTELS	ICMALES			ASIAN	AM IND/	HIS-
KANSAS CITY		285			TOTAL	BLACK	PAC/ISL	•	PANIC
	00473	KANSAS CITY				527.511	,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
FULL	TIME HIGHER PAY		18	4	2	2	0	0	0
FULL	TIME LOWER PAY		5	5	1	1	ŏ	ō	0
FULL	TIME TOTAL		23	9	3	3	Ō	ō	0
PART	TIME TOTAL		7	2	1	1	Ō	Ō	0
1983	TOTAL EMPLOYEES		30	11	4	4	Ō	Ó	0
1982	TOTAL EMPLOYEES		33	14	3	3	0	0	0
1981	TOTAL EMPLOYEES		32	11	2	2	0	Q	0
1980	TOTAL EMPLOYEES		30	13	3	3	0	Ö	0
1979	TOTAL EMPLOYEES		29	8	2	2	Ó	Ō	0
KBEQ FM	08804	KANSAS CITY							
FULL	TIME HIGHER PAY		23	9	2	1	0	0	1
FULL	TIME LOWER PAY		5	5	2	1	0	0	1
FULL	TIME TOTAL		28	14	4	2	0	0	2
PART	TIME TOTAL		5	1	0	0	0	O	0
1983	TOTAL EMPLOYEES		33	15	4	2	0	0	2
1982	TOTAL EMPLOYEES	1	30	13	2	1	0	0	1
1981	TOTAL EMPLOYEES		30	13	3	2	0	1	0
1980	TOTAL EMPLOYEES		32	10	3	2	0	1	0
KLSI FM	08024	KANSAS CITY							
FULL	TIME HIGHER PAY		21	6	2	1	0	0	1
FULL	TIME LOWER PAY		2	2	2	1	1	0	0
FULL	TIME TOTAL		23	8	4	2	1	0	1
PART	TIME TOTAL		4	0	0	0	0	0	0
1983	TOTAL EMPLOYEES		27	8	4	2	1	0	1
1982	TOTAL EMPLOYEES	PREVIOUS CALL> KWKI	6	3	1	1	0	0	0
1981	TOTAL EMPLOYEES	PREVIOUS CALL> KWKI	15	3	3.	2	0	0	1
1980	TOTAL EMPLOYEES	PREVIOUS CALL> KWKI	12	2	2	2	0	0	0
1979	TOTAL EMPLOYEES	PREVIOUS CALL> KWKI	14	4	1	1	0	0	0
KXTR FM	08134	KANSAS CITY							
FULL	TIME HIGHER PAY		7	1	1	1	0	0	0
FULL	TIME LOWER PAY		1	1	0	0	0	O	0
FULL	TIME TOTAL		8	2	1	1	0	0	0
PART	TIME TOTAL		4	2	0	0	0	0	0
1983	TOTAL EMPLOYEES		. 12	4	1	1	0	0	0
1982	TOTAL EMPLOYEES		12	3	1	1	0	0	0
1981	TOTAL EMPLOYEES		14	4	1	1	0	0	0
1980	TOTAL EMPLOYEES		13	4	4	4	0	О	0
1979	TOTAL EMPLOYEES		10	5	0	0	0	0	0



CLEVELAND	STATE COMMUNITY		MARKET OR METRO AREA	TOTAL Employees	TOTAL FEMALES	MINORI	TIES (I	NCLUDING	FEMALE E	MPLOYEES)
WHK			THAT OF THE THE	2 207223	· Ellinces			ASIAN	AM IND/	HIS-
WHK	CLEVELAND		225			TOTAL	BLACK	PAC/ISL	ALASKAN	PANIC
FULL TIME LOWER PAY FULL TIME TOTAL 61 28 6 6 0 0 0 0 PART TIME TOTAL 17 6 1 0 0 0 0 1 1993 TOTAL EMPLOYEES 69 30 7 6 0 0 1 1993 TOTAL EMPLOYEES 69 30 7 6 0 0 1 1993 TOTAL EMPLOYEES 68 27 10 9 0 0 1 1993 TOTAL EMPLOYEES 68 27 10 9 0 0 1 1993 TOTAL EMPLOYEES 71 26 9 8 0 0 1 WUW AM 00539 CLEVELAND FULL TIME HIGHER PAY FULL TIME LOWER PAY FULL TIME LOWER PAY FULL TIME TOTAL 1993 TOTAL EMPLOYEES 1994 TOTAL EMPLOYEES 1995 TOTAL EMPLOYEES 1995 TOTAL EMPLOYEES 1995 TOTAL EMPLOYEES 1996 TOTAL EMPLOYEES 1997 TOTAL EMPLOYEES 1998 TOTAL E	WHK AF	CO493	CLEVELAND							
FULL TIME TOTAL PART TIME TOTAL PART TIME TOTAL 1983 TOTAL EMPLOYEES 69 30 7 6 0 0 0 1 1983 TOTAL EMPLOYEES 69 30 7 6 0 0 0 1 1983 TOTAL EMPLOYEES 72 27 8 7 0 0 1 1980 TOTAL EMPLOYEES 68 27 10 9 0 0 1 1993 TOTAL EMPLOYEES 71 26 9 8 0 0 0 1 1993 TOTAL EMPLOYEES 72 27 8 7 0 0 0 1 1993 TOTAL EMPLOYEES 73 20 9 8 0 0 0 1 1993 TOTAL EMPLOYEES 74 26 9 8 0 0 0 1 1993 TOTAL EMPLOYEES 75 26 9 8 0 0 0 1 1993 TOTAL EMPLOYEES 76 3 2 2 0 0 0 0 PULL TIME HOWER PAY 77 0 0 0 0 0 PULL TIME TOTAL 78 4 16 7 7 0 0 0 0 1983 TOTAL EMPLOYEES 78 34 11 4 4 0 0 0 0 0 PART TIME TOTAL 79 1982 TOTAL EMPLOYEES 79 9 2 2 0 0 0 0 1983 TOTAL EMPLOYEES 79 9 2 2 0 0 0 0 1983 TOTAL EMPLOYEES 79 1983 TOTAL EMPLOYEES	FULL	TIME HIGHER PAY		48	16	3	3	0	0	O
PART TIME TOTAL 1983 TOTAL EMPLOYEES 1983 TOTAL EMPLOYEES 69 30 7 6 0 0 1 1983 TOTAL EMPLOYEES 69 30 7 6 0 0 0 1983 TOTAL EMPLOYEES 68 27 10 9 0 0 0 1993 TOTAL EMPLOYEES 68 27 10 9 0 0 0 1993 TOTAL EMPLOYEES 68 27 10 9 0 0 0 1 1 1 2 6 9 8 0 0 0 1 WJW AM 00539 CLEVELAND FULL TIME HIGHER PAY FULL TIME HIGHER PAY 6 3 2 2 0 0 0 0 PART TIME TOTAL 40 14 6 6 0 0 0 0 PART TIME TOTAL 41 2 1 1 0 0 0 0 1983 TOTAL EMPLOYEES 33 10 2 2 0 0 0 0 1983 TOTAL EMPLOYEES 33 10 2 2 0 0 0 0 1983 TOTAL EMPLOYEES 33 10 2 2 0 0 0 0 1980 TOTAL EMPLOYEES 33 10 2 2 0 0 0 0 1980 TOTAL EMPLOYEES 33 10 2 2 0 0 0 0 1980 TOTAL EMPLOYEES 31 9 2 2 0 0 0 0 1980 TOTAL EMPLOYEES 31 9 2 2 0 0 0 0 1980 TOTAL EMPLOYEES 31 9 2 2 0 0 0 0 1980 TOTAL EMPLOYEES 31 9 2 2 0 0 0 0 WWW AM 09696 CLEVELAND FULL TIME HIGHER PAY FULL TIME	FULL	TIME LOWER PAY	,	13	12	3	3	0	0	0
1983 TOTAL EMPLOYEES	FULL	TIME TOTAL		61	28	6	6	0	0	0
1982 TOTAL EMPLOYEES	PART	TIME TOTAL		17	6	1	0	0	0	1
1981 TOTAL EMPLOYEES 72 27 8 7 0 0 1 1980 TOTAL EMPLOYEES 71 26 9 8 0 0 0 1 1980 TOTAL EMPLOYEES 71 26 9 8 0 0 0 1 1980 TOTAL EMPLOYEES 71 26 9 8 0 0 0 1 1980 TOTAL EMPLOYEES 71 26 9 8 0 0 0 1 1980 TOTAL EMPLOYEES 71 26 9 8 0 0 0 1 1980 TOTAL EMPLOYEES 71 26 9 8 0 0 0 0 1 1980 TOTAL EMPLOYEES 71 26 9 8 0 0 0 0 0 0 1981 TOTAL 71 26 9 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1983	TOTAL EMPLOYEES		78	34	7	6	0	0	1
1980 TOTAL EMPLOYEES	1982	TOTAL EMPLOYEES		69	30	7	6	0	0	1
1979 TOTAL EMPLOYEES 71	1981	TOTAL EMPLOYEES		72	27	8	7	0	0	1
FULL TIME HOWER PAY 34	1980	TOTAL EMPLOYEES		68	27	10	9	0	0	1
FULL TIME HIGHER PAY FULL TIME LOWER PAY FULL TIME TOTAL FULL TIME FULLYEES FULL TIME HUDYEES FULL TIME HUDY	1979	TOTAL EMPLOYEES		7 1	26	9	8	0	О	1
FULL TIME TOTAL PART TIME TOTAL PART TIME TOTAL PART TIME TOTAL EMPLOYEES PART TOTAL	MA WUW	00539	CLEVELAND							
FULL TIME TOTAL PART TOTAL EMPLOYEES PART TOTAL EMPLOYEES PART TOTAL EMPLOYEES PART TOTAL EMPLOYEES PART TIME HIGHER PAY PART TIME TOTAL PART TIME TOTAL PART TIME TOTAL PART TIME TOTAL PART TOTAL EMPLOYEES PART TIME TOTAL PART TOTAL EMPLOYEES PART TOTA	FULL	TIME HIGHER PAY		34	11	4	4	0	0	
PART TIME TOTAL PART TIME TOTAL PART TIME TOTAL PART TIME TOTAL EMPLOYEES PART TIME TOTAL EMPLOYEES PART TOTAL EMP	FULL	TIME LOWER PAY		6	3	2	2	0	О	0
1983 TOTAL EMPLOYEES	FULL	TIME TOTAL		40	14	6	6	-	_	
1982 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 1980 TOTAL EMPLOYEES 1980 TOTAL EMPLOYEES 29 9 2 2 2 0 0 0 0 1979 TOTAL EMPLOYEES 29 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	PART	TIME TOTAL		4	2	1	1	0	0	O
1981 TOTAL EMPLOYEES 29 9 2 2 0 0 0 0 1980 TOTAL EMPLOYEES 29 7 0 0 0 0 0 0 0 0 0	1983	TOTAL EMPLOYEES		44	16	7	7	_	-	
1980 TOTAL EMPLOYEES 31	1982	TOTAL EMPLOYEES		33	10	2	2	0	0	0
1979 TOTAL EMPLOYEES WWWE AM 09696 CLEVELAND FULL TIME HIGHER PAY FULL TIME HIGHER PAY FULL TIME LOWER PAY FULL TIME TOTAL PART TIME TOTAL 1983 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 1983 TOTAL EMPLOYEES 20 99 11 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1981	TOTAL EMPLOYEES		29	9	2	2	0	0	0
WWWE AM 09696 CLEVELAND FULL TIME HIGHER PAY FULL TIME LOWER PAY FULL TIME LOWER PAY FULL TIME TOTAL 30 9 5 3 0 1 1 PART TIME TOTAL 30 9 5 3 0 1 1 PART TIME TOTAL 5 0 1 1 0 0 0 1983 TOTAL EMPLOYEES 50 16 8 5 0 1 2 1981 TOTAL EMPLOYEES 50 16 8 5 0 1 2 1981 TOTAL EMPLOYEES 50 15 8 6 0 0 0 2 1982 TOTAL EMPLOYEES 50 15 6 4 0 0 2 1981 TOTAL EMPLOYEES 50 15 6 4 0 0 2 1981 TOTAL EMPLOYEES 50 15 6 4 0 0 0 2 WBBG FA 02399 CLEVELAND 1981 TOTAL EMPLOYEES 50 15 6 6 0 0 0 WCLV FM 08165 CLEVELAND FULL TIME HIGHER PAY FULL TIME HIGHER PAY FULL TIME LOWER PAY 13 3 1 1 0 0 0 0 FULL TIME TOTAL 5 4 0 0 0 0 0 PART TIME TOTAL 5 4 0 0 0 0 0 1982 TOTAL EMPLOYEES 20 9 1 1 1 0 0 0 1982 TOTAL EMPLOYEES 20 9 1 1 1 0 0 0 1981 TOTAL EMPLOYEES 20 9 1 1 1 0 0 0	1980	TOTAL EMPLOYEES		31	9	2	2	0	0	0
FULL TIME HIGHER PAY FULL TIME LOWER PAY FULL TIME LOWER PAY FULL TIME LOWER PAY FULL TIME TOTAL FULL TIME FOR PAY FULL TIME FOR PAY FULL TIME LOWER PAY FULL TIME TOTAL FULL TOTAL EMPLOYEES FULL TIME TOTAL FULL TOTAL EMPLOYEES FULL TIME TOTAL FULL TOTAL EMPLOYEES FULL TIME TOTAL FULL TIME TOTAL FULL TOTAL EMPLOYEES FULL TIME TOTAL F	1979	TOTAL EMPLOYEES		29	7	0	0	0	0	0
FULL TIME LOWER PAY FULL TIME TOTAL 30 9 5 3 0 1 1 PART TIME TOTAL 5 0 1 1 0 0 1983 TOTAL EMPLOYEES 35 9 6 4 0 1 1 1982 TOTAL EMPLOYEES 50 16 8 5 0 1 1981 TOTAL EMPLOYEES 50 16 8 5 0 1 2 1981 TOTAL EMPLOYEES 50 15 8 6 0 0 2 1989 TOTAL EMPLOYEES 50 15 6 4 0 0 2 1989 FA 02399 CLEVELAND 1981 TOTAL EMPLOYEES 50 15 6 4 0 0 2 WEBG FA 02399 CLEVELAND 1981 TOTAL EMPLOYEES 50 15 6 0 0 0 2 WILL TIME HIGHER PAY 13 3 1 1 0 0 0 FULL TIME HIGHER PAY 13 3 3 1 1 0 0 0 FULL TIME TOTAL 16 6 1 1 0 0 0 PART TIME TOTAL 5 4 0 0 0 0 1983 TOTAL EMPLOYEES 21 10 1 1 0 0 0 1983 TOTAL EMPLOYEES 21 10 1 1 0 0 0 1983 TOTAL EMPLOYEES 20 9 1 1 0 0 0 1981 TOTAL EMPLOYEES 21 10 1 1 0 0 0 0 0 1981 TOTAL EMPLOYEES 21 10 1 1 0 0 0 0 0	WWWE AM	09696	CLEVELAND							
FULL TIME TOTAL PART TIME TOTAL FULL TIME LOWER PAY FULL TIME LOWER PAY FULL TIME LOWER PAY FULL TIME TOTAL FU	FULL	TIME HIGHER PAY		26	5	2	2	0	0	0
PART TIME TOTAL PART TIME TOTAL 1983 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 1980 TOTAL EMPLOYEES 1980 TOTAL EMPLOYEES 1980 TOTAL EMPLOYEES 1990 TOTAL EMPLOYEES 1900 TOTAL EMPLOYEES 200 9 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	FULL	TIME LOWER PAY		4	4	3	1	0	1	1
1983 TOTAL EMPLOYEES 1984 TOTAL EMPLOYEES 1985 TOTAL EMPLOYEES 1986 TOTAL EMPLOYEES 1986 TOTAL EMPLOYEES 1987 TOTAL EMPLOYEES 1988 TOTAL EMPLOYEES 1988 TOTAL EMPLOYEES 1989 TOTAL EMPLOYEES 1989 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 1991 TOTAL EMPLOYEES				30	9	5	3	0	1	1
1983 TOTAL EMPLOYEES 1984 TOTAL EMPLOYEES 1984 TOTAL EMPLOYEES 1984 TOTAL EMPLOYEES 1984 TOTAL EMPLOYEES 1985 TOTAL EMPLOYEES 1986 TOTAL EMPLOYEES 1979 TOTAL EMPLOYEES 1979 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 1983 TOTAL EMPLOYEES 1983 TOTAL EMPLOYEES 1983 TOTAL EMPLOYEES 1983 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 1991 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	PART	TIME TOTAL		5	0	1	1	0	0	0
1982 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 1980 TOTAL EMPLOYEES 1979 TOTAL EMPLOYEES 1979 TOTAL EMPLOYEES 1979 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 1982 TOTAL EMPLOYEES 1983 TOTAL EMPLOYEES 1983 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 1982 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 1982 TOTAL EMPLOYEES 1983 TOTAL EMPLOYEES 1984 TOTAL EMPLOYEES 1985 TOTAL EMPLOYEES 1985 TOTAL EMPLOYEES 1986 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 1982 TOTAL EMPLOYEES 1983 TOTAL EMPLOYEES 1984 TOTAL EMPLOYEES 1985 TOTAL EMPLOYEES 1986 TOTAL EMPLOYEES 1986 TOTAL EMPLOYEES 1987 TOTAL EMPLOYEES 1987 TOTAL EMPLOYEES	1983	TOTAL EMPLOYEES		35	9	6	4	0	1	1
1981 TOTAL EMPLOYEES 52 15 8 6 0 0 2				50	16	8	5	0	1	2
1980 TOTAL EMPLOYEES 1979 TOTAL EMPLOYEES 50 15 6 4 0 0 2 WBBG FA 02399 CLEVELAND 1981 TOTAL EMPLOYEES 45 10 6 6 0 0 0 WCLV FM 08165 CLEVELAND FULL TIME HIGHER PAY 5 3 3 1 1 1 0 0 0 FULL TIME TOTAL 5 4 0 0 0 0 PART TIME TOTAL 5 4 0 0 0 0 1983 TOTAL EMPLOYEES 20 9 1 1 0 0 0 1981 TOTAL EMPLOYEES 21 9 1 1 0 0 0				52	15	8	6	0	0	2
1979 TOTAL EMPLOYEES WBBG FA 02399 CLEVELAND 1981 TOTAL EMPLOYEES 1981 TOTAL EMPLOYEES 45 10 6 6 0 0 0 WCLV FM 08165) CLEVELAND FULL TIME HIGHER PAY 13 3 1 1 0 0 0 0 FULL TIME LOWER PAY 3 3 0 0 0 0 0 0 FULL TIME TOTAL 16 6 1 1 0 0 0 0 PART TIME TOTAL 5 4 0 0 0 0 0 1983 TOTAL EMPLOYEES 21 10 1 1 0 0 0 1982 TOTAL EMPLOYEES 20 9 1 1 0 0 0 1981 TOTAL EMPLOYEES 21 9 1 1 0 0 0				48	12	6	4	0	0	2
WBBG FA 02399 CLEVELAND 1981 TOTAL EMPLOYEES 45 10 6 6 0 0 0 WCLV FM 08165 CLEVELAND FULL TIME HIGHER PAY 13 3 1 1 0 0 0 0 FULL TIME LOWER PAY 3 3 0 0 0 0 0 0 FULL TIME TOTAL 16 6 1 1 0 0 0 0 PART TIME TOTAL 5 4 0 0 0 0 0 0 1983 TOTAL EMPLOYEES 21 10 1 1 0 0 0 0 1982 TOTAL EMPLOYEES 20 9 1 1 0 0 0 0 1981 TOTAL EMPLOYEES 21 9 1 1 0 0 0				50	15	6	4	0	0	2
1981 TOTAL EMPLOYEES 45 10 6 6 0 0 0			CLEVELAND							
### CLEVELAND FULL TIME HIGHER PAY 13 3 1 1 0 0 0 0	1981	TOTAL EMPLOYEES		45	10	6	6	0	0	0
FULL TIME HIGHER PAY FULL TIME LOWER PAY 3 3 0 0 0 0 0 FULL TIME TOTAL 16 6 1 1 0 0 0 PART TIME TOTAL 5 4 0 0 0 0 0 1983 TOTAL EMPLOYEES 21 10 1 1 0 0 0 1982 TOTAL EMPLOYEES 20 9 1 1 0 0 0 1981 TOTAL EMPLOYEES 21 9 1 1 0 0 0	WCLY_FM	08165	CLEVELAND							
FULL TIME TOTAL 16 6 1 1 0 0 0 PART TIME TOTAL 5 4 0 0 0 0 1983 TOTAL EMPLOYEES 21 10 1 1 0 0 1982 TOTAL EMPLOYEES 20 9 1 1 0 0 1981 TOTAL EMPLOYEES 21 9 1 1 0 0	FULL	TIME HIGHER PAY		13	3	1	1	0	0	0
FULL TIME TOTAL 16 6 1 1 0 0 0 PART TIME TOTAL 5 4 0 0 0 0 1983 TOTAL EMPLOYEES 21 10 1 1 0 0 0 1981 TOTAL EMPLOYEES 20 9 1 1 0 0 0				3	3	0	0	0	0	0
1983 TOTAL EMPLOYEES 21 10 1 1 0 0 0 0 1982 TOTAL EMPLOYEES 20 9 1 1 0 0 0 0 1981 TOTAL EMPLOYEES 21 9 1 1 0 0 0 0				16	6	1	1	0	0	0
1983 TOTAL EMPLOYEES 21 10 1 1 0 0 0 1982 TOTAL EMPLOYEES 20 9 1 1 0 0 0 1981 TOTAL EMPLOYEES 21 9 1 1 0 0 0	PART	TIME TOTAL		5	4	0	0	0	0	0
1982 TOTAL EMPLOYEES 20 9 1 1 0 0 0 0 1981 TOTAL EMPLOYEES 21 9 1 1 0 0 0				21	10	1	1	0	0	0
1981 TOTAL EMPLOYEES 21 9 1 1 0 0 0				20	9	1	1	0	0	0
				21	9	1	1	0	0	0
1980 TOTAL EMPLOYEES 21 9 2 2 0 0 0				21	9	2	2	0	0	0



STATE	MARKET OF METER AREA	TOTAL	TOTAL	MINORI	TIES (1	NCLUDING	FEMALE E	MPLOYEES)
COMMUNITY PENNSYLVANIA	MARKET OR METRO AREA	EMPLOYEES	FEMALES			ASIAN	AM IND/	HIS-
PHILADELPHIA	580			TOTAL	BLACK	PAC/ISL	ALASKAN	PANIC
WELN AF 04636	PHILADELPHIA			TOTAL	BLACK	PAC/13L	REASKAIN	FAMIC
FULL TIME HIGHER PAY	FINEADEEFINIA	22	8	2	2	0	0	0
FULL TIME LOWER PAY		4	3	1	1	ŏ	ŏ	ŏ
FULL TIME TOTAL		26	11	3	3	ŏ	ŏ	ŏ
PART TIME TOTAL		6	1	1	1	ŏ	Ö	Ö
1983 TOTAL EMPLOYEES		32	12	À	4	ŏ	ŏ	ŏ
1982 TOTAL EMPLOYEES		30	9	4	4	ŏ	ő	ŏ
1981 TOTAL EMPLOYEES		29	8	4	à	ŏ	Ö	ō
1980 TOTAL EMPLOYEES		30	9	4	4	ŏ	ŏ	ŏ
1979 TOTAL EMPLOYEES		31	9	À	4	ŏ	ŏ	Ŏ
WHAT AF 00471	PHILADELPHIA	•	,	•	·	•	·	_
FULL TIME HIGHER PAY		44	9	14	14	0	0	0
FULL TIME LOWER PAY		13	7	5	5	ō	Ŏ	ō
FULL TIME TOTAL		57	16	19	19	ŏ	ŏ	ō
PART TIME TOTAL		19	4	1	1	ŏ	ŏ	ŏ
1983 TOTAL EMPLOYEES		76	20	20	20	ŏ	Ö	ŏ
1982 TOTAL EMPLOYEES		75	18	19	19	ŏ	ŏ	Ŏ
1981 TOTAL EMPLOYEES		72	14	16	14	1	ŏ	1
1979 TOTAL EMPLOYEES		64	14	26	25	i	Õ	Ó
WIP AM 00514	PHILADELPHIA		• •				•	•
FULL TIME HIGHER PAY		32	8	3	3	0	0	0
FULL TIME LOWER PAY		6	4	2	2	0	0	0
FULL TIME TOTAL		38	12	5	5	0	0	0
PART TIME TOTAL		12	3	0	0	0	0	0
1983 TOTAL EMPLOYEES		50	15	5	5	0	О	0
1982 TOTAL EMPLOYEES		47	17	6	6	0	0	0
1981 TOTAL EMPLOYEES		49	16	7	6	1	0	0
1980 TOTAL EMPLOYEES		50	17	7	6	0	1	0
1979 TOTAL EMPLOYEES		52	17	8	7	0	1	0
WPEN AF 00635	PHILADELPHIA							
FULL TIME HIGHER PAY		46	10	4	4	0	0	0
FULL TIME LOWER PAY		8	7	1	1	0	0	0
FULL TIME TOTAL		54	17	5	5	0	O	0
PART TIME TOTAL		17	8	1	1	0	0	Q
1983 TOTAL EMPLOYEES		7 t	25	6	6	0	0	0
1982 TOTAL EMPLOYEES		70	26	7	7	0	0	0
1981 TOTAL EMPLOYEES		65	23	7	7	0	0	0
1980 TOTAL EMPLOYEES		63	19	8	7	0	0	1
1979 TOTAL EMPLOYEES		51	13	6	6	0	O	0



STATE COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORI	TIES (1	NCLUDING	FEMALE E	MPLOYEES)
WISCONSIN	MARKET OR METRO AREA	EMPLUTEES	remale 3			ASIAN	AM IND/	HIS-
MILWAUKEE	360			TOTAL	BLACK	PAC/ISL	ALASKAN	PANIC
WOKY AF 01831	MILWAUKEE			10172	BEAGN	. 40, 252	ACASITAIT	
FULL TIME HIGHER PAY	· · · · · · · · · · · · · · · · · · ·	29	9	2	1	0	1	0
FULL TIME LOWER PAY		5	4	1	1	Ö	Ö	ō
FULL TIME TOTAL		34	13	3	2	Ö	1	Ō
PART TIME TOTAL		7	1	ŏ	ō	Ö	0	Ö
1983 TOTAL EMPLOYEES		41	14	3	2	Ö	1	Ō
1982 TOTAL EMPLOYEES		42	11	3	2	ŏ	1	Ö
WOKY AM 01831	MILWAUKEE			_	_	_		_
1981 TOTAL EMPLOYEES		38	11	3	2	0	1	0
1980 TOTAL EMPLOYEES		49	16	5	4	Ö	1	Ó
1979 TOTAL EMPLOYEES		47	13	3	2	Ó	1	0
WTMJ AF 09707	MILWAUKEE							
1980 TOTAL EMPLOYEES		68	19	7	6	0	0	1
1979 TOTAL EMPLOYEES		75	23	5	5	0	0	0
WTMJ AM 09707	MILWAUKEE							
FULL TIME HIGHER PAY		39	9	2	1	0	0	1
FULL TIME LOWER PAY		9	6	4	4	0	0	О
FULL TIME TOTAL		48	15	6	5	0	0	1
PART TIME TOTAL		15	7	3	2	0	0	1
1983 TOTAL EMPLOYEES		63	22	9	7	0	0	2
1982 TOTAL EMPLOYEES		64	22	10	9	0	0	1
1981 TOTAL EMPLOYEES		65	21	7	7	0	0	0
WFMR FM 08191	MILWAUKEE							
FULL TIME HIGHER PAY		7	4	0	0	0	0	0
FULL TIME LOWER PAY		0	0	0	0	0	0	0
FULL TIME TOTAL		7	4	0	0	0	0	0
PART TIME TOTAL		10	2	0	0	0	0	0
1983 TOTAL EMPLOYEES		17	6	0	0	0	0	0
1982 TOTAL EMPLOYEES		22	10	0	O	0	0	0
1981 TOTAL EMPLOYEES		24	8	0	0	0	0	0
1980 TOTAL EMPLOYEES		29	12	0	0	0	0	0
1979 TOTAL EMPLOYEES		25	11	0	0	0	0	0
WKTI FM 03157	MILWAUKEE							
1982 TOTAL EMPLOYEES		14	4	1	1	0	0	0
1981 TOTAL EMPLOYEES	PREVIOUS CALL> WTMJ	10	3	0	0	0	0	0
WKTI FM 13062	MILWAUKEE							
FULL TIME HIGHER PAY		13	2	0	0	0	0	0
FULL TIME LOWER PAY		2	2	1	1	0	Ó	O
FULL TIME TOTAL		15	4	1	1	ō	ō	ŏ
PART TIME TOTAL		6	3	1	Ó	Ō	Õ	1
1983 TOTAL EMPLOYEES		21	7	2	1	0	Ó	1



STATE			TOTAL	TOTAL	MINORI	TIES (1	NCLUDING	i FEMALE E	MPLOYEES)
COMMUNITY		MARKET OR METRO AREA	EMPLOYEES	FEMALES					
CALIFORNIA							ASIAN	AM IND/	HIS-
LOS ANGELES		360			TOTAL	BLACK	PAC/ISL	AI. ASKAN	PANIC
KUSA AM		LOS ANGELES-LONG BEACH		_	_	_	_	_	•
	TIME HIGHER PAY		20	6	2	2	0	0	0
	TIME LOWER PAY		7	5	4	4	0	0	0
	TIME TOTAL		27	11	6	6	0	0	0 0
	TIME TOTAL		2	0	0	0	0	0	-
	TOTAL EMPLOYEES	100 11051 55 1000 85100	29	11	6	6	O	0	0
KBIG FM		LOS ANGELES-LONG BEACH		_	_			•	
	TIME HIGHER PAY		26	5	2	1	1	0	0
	TIME LOWER PAY		9	9	6	3	1	0	2
	TIME TOTAL		35	1 <u>4</u>	8	4	2	O	2
	TIME TOTAL		12	5	1	1	0	O	0
	TOTAL EMPLOYEES		47	19	9	5	2	O	2
KFSG FM		LOS ANGELES-LONG BEACH							
	TIME HIGHER PAY		8	3	3	1	1	0	1
FULL	TIME LOWER PAY		0	0	0	0	0	O	0
FULL	TIME TOTAL		8	3	3	1	1	0	1
	TIME TOTAL		17	0	1	О	0	0	1
1984	TOTAL EMPLOYEES		25	3	4	1	1	0	2
KHTZ FM		LOS ANGELES-LONG BEACH							
FULL	TIME HIGHER PAY		28	11	5	2	0	0	3
FULL	TIME LOWER PAY		9	4	4	3	O	0	1
FULL	TIME TOTAL		37	15	9	5	0	0	4
PART	TIME TOTAL		5	4	1	О	1	0	0
1984	TOTAL EMPLOYEES		42	19	10	5	1	0	4
KIQQ FM	08818	LOS ANGELES-LONG BEACH							
FULL	TIME HIGHER PAY		21	6	3	0	0	0	3
FULL	TIME LOWER PAY		13	9	7	2	1	0	4
FULL	TIME TOTAL		34	15	10	2	1	0	7
PART	TIME TOTAL		7	3	4	1	0	0	3
1984	TOTAL EMPLOYEES		41	18	14	3	1	O	10
KJOI FM	08018	LOS ANGELES-LONG BEACH							
FULL	TIME HIGHER PAY		17	7	3	2	1	0	0
FULL	TIME LOWER PAY		6	5	1	0	0	0	1
	TIME TOTAL		23	12	4	2	1	0	1
	TIME TOTAL		6	0	1	1	0	Ō	0
	TOTAL EMPLOYEES		29	12	5	3	1	Ö	1
KKGO FM		LOS ANGELES-LONG BEACH			_	•		•	
	TIME HIGHER PAY	EGG AMAZZZG ZGMG GZMGM	15	5	4	2	0	1	1
	TIME LOWER PAY		5	4	1	ī	ŏ	Ö	Ö
	TIME TOTAL		20	9	5	3	ŏ	1	1
	TIME TOTAL		10	2	5	2	ő	ò	3
	TOTAL EMPLOYEES		30	11	10	5	ő	1	4
1984	IOIAL EMPLOTEES		30	• •	, 0	3	0	'	7



STATE	MARKET OR METRO AREA	TOTAL Employees	TOTAL FEMALES	MINORI	TIES (INCLUDING	FEMALE E	MPLOYEES)
CALIFORNIA						ASIAN	AM IND/	HIS-
SAN DIEGO	670			TOTAL	BLACK		ALASKAN	PANIC
KSDO AF 01751	SAN DIEGO					•		
FULL TIME HIGHER PAY		54	14	12	1	1	4	6
FULL TIME LOWER PAY		10	9	6	3	3	0	0
FULL TIME TOTAL		64	23	18	4	4	4	6
PART TIME TOTAL		17	5	5	2	1	0	2
1984 TOTAL EMPLOYEES		81	28	23	6	5	4	8
KBZT FM 08072	SAN DIEGO							
FULL TIME HIGHER PAY		21	6	1	0	0	0	1
FULL TIME LOWER PAY		2	2	1	0	0	0	1
FULL TIME TOTAL		23	8	2	0	0	0	2
PART TIME TOTAL		14	5	2	1	0	0	1
1984 TOTAL EMPLOYEES		37	13	4	1	0	0	3
KFSD FM 08753)	SAN DIEGO							
FULL TIME HIGHER PAY		14	3	3	0	1	1	1
FULL TIME LOWER PAY		1	1	0	0	0	0	0
FULL TIME TOTAL		15	4	3	0	1	1	1
PART TIME TOTAL		5	1	2	0	0	0	2
1984 TOTAL EMPLOYEES	****	20	5	5	0	1	1	3
KIFM FM 08069	SAN DIEGO		_	_	_	_	_	_
FULL TIME HIGHER PAY		16	8	0	0	0	O	0
FULL TIME LOWER PAY		4	4	1	0	0	0	1
FULL TIME TOTAL		20	12	1	0	0	0	1
PART TIME TOTAL		8	2	1	0	1	0	o
1984 TOTAL EMPLOYEES	644 D.500	28	14	2	0	1	0	1
KYXY FM 08045	SAN DIEGO		_	_	_	_	_	_
FULL TIME HIGHER PAY		19	7	4	2	0	0	2
FULL TIME LOWER PAY		3	3	0	0	0	0	Ō
FULL TIME TOTAL		22	, 10	4	2	0	0	2
PART TIME TOTAL		5	3	0	0	0	0	0
1984 TOTAL EMPLOYEES	0.44 0.500	27	13	4	2	0	0	2
KPBS ER 07881	SAN DIEGO		_	_	_			
FULL TIME HIGHER PAY		15	5	4	0	0	0	4
FULL TIME LOWER PAY		3	3	2	1	0	0	1_
FULL TIME TOTAL		18	8	6	1	0	0	5
PART TIME TOTAL		14	2	. 5	2	O	0	3
1984 TOTAL EMPLOYEES		32	10	1.1	3	0	O	8
SAN FRANCISCO	690							
KBHK TV 06452	SAN FRANCISCO-DAKLAND	**			_	_	_	_
FULL TIME HIGHER PAY		62	24	13	3	5	O.	5
FULL TIME LOWER PAY		18	13	12	6	4	1	1 -
FULL TIME TOTAL		80	37	25	9	9	1	6
PART TIME TOTAL		9	2	7	2	1	0	4
1984 TOTAL EMPLOYEES		89	39	32	1.1	10	1	10



STATE COMMUNITY		MARKET OR METRO AREA	TOTAL Employees	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)					
FLORIDA		MARKET ON METRO AREA	Em Ediets	CMALLS			ASIAN	AM IND/	HIS-	
MIAMI		555			TOTAL	BLACK	PAC/ISL	ALASKAN	PANIC	
WSUA AM O	4571	MIAMI								
FULL TI	ME HIGHER PAY		16	5	14	0	0	0	14	
FULL TI	ME LOWER PAY		5	4	4	0	0	0	4	
FULL TIP	ME TOTAL		21	9	18	0	0	0	18	
PART TI	ME TOTAL		4	1	4	0	0	0	4	
1984 TO	TAL EMPLOYEES		25	10	22	0	0	0	22	
WQBA FM O	3764	MIAMI								
FULL TI	ME HIGHER PAY		15	4	15	0	0	0	15	
FULL TI	ME LOWER PAY		3	2	3	0	0	0	3	
FULL TI	ME TOTAL		18	6	18	0	0	0	18	
PART TI	ME TOTAL		1	0	1	0	0	0	1	
1984 TO:	TAL EMPLOYEES		19	6	19	0	О	О	19	
WTMI FM O	8735)	MIAMI								
- FULL TIP	ME HIGHER PAY		16	5	4	2	1	0	1	
FULL TI	ME LOWER PAY		1	1	0	0	0	0	0	
FULL TI	ME TOTAL		17	6	4	2	1	0	1	
PART TI	ME TOTAL		3	0	1	1	0	0	0	
1984 TO	TAL EMPLOYEES		20	6	5	3	1	0	1	
WLRN ER O'	7235	MIAMI								
FULL TI	ME HIGHER PAY	•	11	1	4	3	0	0	1	
	ME LOWER PAY		2	1	2	2	0	0	0	
FULL TI	ME TOTAL		13	2	6	5	О	0	1	
	ME TOTAL		7	4	3	3	0	0	0	
	TAL EMPLOYEES		20	6	9	8	0	О	1	
WMCU ER O		MIAMI								
	ME HIGHER PAY		6	1	0	0	0	0	0	
	ME LOWER PAY		0	0	0	0	0	0	0	
	ME TOTAL		6	1	0	0	0	0	0	
PART TI	ME TOTAL		13	5	2	2	0	0	0	
	TAL EMPLOYEES		19	6	2	2	0	0	0	
MIAMI BEACH		556								
WKAT AM O	0543	MIAMI								
FULL TI	ME HIGHER PAY		14	7	1	1	0	0	0	
FULL TI	ME LOWER PAY		2	1	1	1	0	0	0	
FULL TI	ME TOTAL		16	8	2	2	O	0	0	
PART TI	ME TOTAL		7	2	0	0	0	0	0	
1984 TO	TAL EMPLOYEES		23	10	2	2	0	0	0	
WMBM AF O	1834	MIAMI								
FULL TI	ME HIGHER PAY		30	4	9	6	0	0	3	
FULL TI	ME LOWER PAY		10	9	6	3	0	0	3	
FULL TIM	ME TOTAL		40	13	15	9	0	0	6	
PART TI	ME TOTAL		11	2	5	5	0	О	0	
1984 TO	TAL EMPLOYEES		51	15	20	14	0	0	6	



MINORITY EMPLOYMENT REPORT FOR U S BROADCASTING SERVICES BY STATES - NUMBER OF EMPLOYEES

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STATE COMMUNITY	TOTAL 1 MARKET OR METRO AREA EMPLOYEES FE			MINORITIES (INCLUDING FEMALE EMPLOYEES)					
ILLINOIS	MARNET OR METRO AREA	EMPEUTEES	FEMALES			ASIAN	AM IND/	HIS-	
CHICAGO	150			TOTAL	BLACK		ALASKAN		
WSBC AF 00673	CHICAGO			TOTAL	ULACK	7 40/132	ALASKAI	7 2.410	
FULL TIME HIGHER PAY	5.7157746	33	13	3	3	0	0	0	
FULL TIME LOWER PAY		5	4	3	2	ŏ	ŏ	1	
FULL TIME TOTAL		38	17	6	5	Ö	Ö	1	
PART TIME TOTAL		4	2	1	1	Ō	Ō	0	
1984 TOTAL EMPLOYEES		42	19	7	6	Ō	0	1	
WBBM FA 03170	CHICAGO				•				
FULL TIME HIGHER PAY		22	9	3	2	0	0	1	
FULL TIME LOWER PAY		5	5	1	0	0	0	1	
FULL TIME TOTAL		27	14	4	2	0	0	2	
PART TIME TOTAL		0	0	0	0	0	0	0	
1984 TOTAL EMPLOYEES		27	14	4	2	0	0	2	
WFMT FM 08193	CHICAGO								
FULL TIME HIGHER PAY		43	17	9	8	О	0	1	
FULL TIME LOWER PAY		6	5	1	0	0	0	1	
FULL TIME TOTAL		49	22	10	8	0	0	2	
PART TIME TOTAL		6	2	0	0	0	0	0	
1984 TOTAL EMPLOYEES	•	55	24	10	8	0	0	2	
WFYR FM 08216	CHICAGO								
FULL TIME HIGHER PAY		· 37	14	5	4	0	0	1	
FULL TIME LOWER PAY		5	5	2	2	Ō	Ö	0	
FULL TIME TOTAL		42	19	7	6	Ō	Ö	1	
PART TIME TOTAL		13	4	5	3	Ö	ŏ	2	
1984 TOTAL EMPLOYEES		55	23	12	9	ŏ	õ	3	
WLAK FM 08170	CHICAGO			. –	-	•	ŭ	_	
FULL TIME HIGHER PAY		20	4	1	1	0	0	0	
FULL TIME LOWER PAY		5	5	1	ò	ŏ	Ö	1	
FULL TIME TOTAL		25	9	2	1	ŏ	ŏ	1	
PART TIME TOTAL		4	1	ō	Ö	ŏ	Ö	o O	
1984 TOTAL EMPLOYEES		29	10	2	1	Ö	ŏ	1	
WLUP FM 08756	CHICAGO	2.5		~	•	Ŭ	O	•	
FULL TIME HIGHER PAY	0.110440	26	9	1	1	0	0	0	
FULL TIME LOWER PAY		4	4	2	,	ŏ	ŏ	1	
FULL TIME TOTAL		30	13	3	2	ŏ	ő	<u>;</u>	
PART TIME TOTAL		7	2	1	ō	ŏ	1	Ó	
1984 TOTAL EMPLOYEES		37	15	4	2	ŏ	1	1	
WMET FM 08167	CHICAGO				_	•	·		
FULL TIME HIGHER PAY	4114	21	8	5	2	1	1	1	
FULL TIME LOWER PAY		5	4	3	3	ò	ó	Ó	
FULL TIME TOTAL		26	12	8	5	1	ŏ	2	
PART TIME TOTAL		14	9	9	9	ò	ŏ	ō	
1984 TOTAL EMPLOYEES		40	21	17	14	1	ő	ž	



STATE COMMUNITY	MARKET OR METRO AREA	TOTAL	TOTAL	MINORITIES (INCLUDING FEMALE EMPLOYEES)					
ILLINDIS	MARKET OR METRO AREA	EMPLOYEES	FEMALES	••••		ASIAN	AM IND/	HIS-	
CHICAGO	150			TOTAL	BLACK		ALASKAN	-	
WNIB FM 08244	CHICAGO			,	0-11-11	, 102	,,_,,		
FULL TIME HIGHER PAY		10	2	1	1	0	0	0	
FULL TIME LOWER PAY		1	1	o .	ò	Ô	ō	Ö	
FULL TIME TOTAL		11	3	1	1	ŏ	ŏ	ō	
PART TIME TOTAL		2	1	ò	Ö	ŏ	Ö	Ö	
1984 TOTAL EMPLOYEES		13	4	ĭ	1	ŏ	Õ	Ö	
WUSN FM 08673	CHICAGO		·	•	•	•	•		
FULL TIME HIGHER PAY	4	19	7	0	0	0	0	0	
FULL TIME LOWER PAY		3	3	2	1	Ō	0	1	
FULL TIME TOTAL		22	10	2	1	0	0	1	
PART TIME TOTAL		16	7	0	0	0	0	0	
1984 TOTAL EMPLOYEES		38	17	2	1	Ó	0	1	
WBEZ ER 07565	CHICAGO			_					
FULL TIME HIGHER PAY		38	12	9	7	1	0	1	
FULL TIME LOWER PAY		8	8	5	4	0	Ó	1	
FULL TIME TOTAL		46	20	14	1.1	1	0	2	
PART TIME TOTAL		0	0	0	0	0	0	0	
1984 TOTAL EMPLOYEES		46	20	14	11	1	Ō	2	
CHICAGO HEIGHTS	160								
WCGO AM 04748	CHICAGO								
FULL TIME HIGHER PAY		4	0	0	0	0	0	0	
FULL TIME LOWER PAY		1	1	ŏ	ō	ō	0	Ō	
FULL TIME TOTAL		5	1	Ō	0	Ō	Ô	Ó	
PART TIME TOTAL		4	1	ō	ō	Ō	Ō	Ō	
1984 TOTAL EMPLOYEES		9	2	Ö	ō	Ô	Ô	Ö	
CHILLICOTHE	165	_	_	_	•		-	•	
WTXR FM 03934	PEORIA								
FULL TIME HIGHER PAY		7	5	0	0	0	0	0	
FULL TIME LOWER PAY		1	1	ŏ	ŏ	Ö	Ö	ŏ	
FULL TIME TOTAL		8	6	ŏ	ŏ	ő	Ö	ŏ	
PART TIME TOTAL		4	1	ŏ	ŏ	ŏ	ō	ŏ	
1984 TOTAL EMPLOYEES		12	7	ŏ	ŏ	Õ	Ö	ŏ	
CICERO	170		•	J	Ū	J	J	J	
WCEV AM 10218	CHICAGO								
FULL TIME HIGHER PAY		6	3	0	0	0	0	0	
FULL TIME LOWER PAY		1	1	ŏ	ŏ	ő	ŏ	ŏ	
FULL TIME TOTAL		7	4	ŏ	ŏ	ŏ	ŏ	ŏ	
PART TIME TOTAL		12	4	2	1	ŏ	ŏ	1	
1984 TOTAL EMPLOYEES		19	8	2	i	Ö	Ö	•	



STATE COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)					
MASSACHUSETTS	MARKET OR METRO AREA	EMPLUICES	FEMALES			ASIAN	AM IND/	HIS-	
WALTHAM	435			TOTAL	BLACK	PAC/ISL	•	PANIC	
WCRB FM 03967	BOSTON			TOTAL	HENCK	1 40/130	REASKAN	1 41110	
FULL TIME HIGHER PAY	553.011	36	10	2	0	1	0	1	
FULL TIME LOWER PAY		. 14	13	Ó	Ö	Ó	ŏ	ó	
FULL TIME TOTAL		50	23	2	Ö	1	Ö	1	
PART TIME TOTAL		17	6	2	1	1	Ő	Ó	
1984 TOTAL EMPLOYEES		67	29	4	1	2	0	1	
WARE	450	٥,	23		1	2	O	•	
WARE AM 01944	430								
FULL TIME HIGHER PAY		14	7	0	0	0	0	0	
FULL TIME LOWER PAY		1	1	0	0	0	0	Ö	
FULL TIME TOTAL		15	8	Ö	ő	0	0	ŏ	
PART TIME TOTAL		15	7	ŏ	ő	0	ő	ŏ	
1984 TOTAL EMPLOYEES		30	15	Ô	0	0	ő	ŏ	
WESTFIELD	458	30	1.5	J	O	O	0	Ů	
WLDM AM 04496	SPRINGFIELD-CHICOPEE-H	IOI VOKE							
FULL TIME HIGHER PAY	STRINGTEED CHICOTEE I	7	2	0	0	0	0	0	
FULL TIME LOWER PAY		ó	0	ŏ	Ö	0	ő	Ö	
FULL TIME TOTAL	`	7	2	ő	ŏ	Ö	ŏ	ŏ	
PART TIME TOTAL		5	3	Ö	Ö	O	0	Ö	
1984 TOTAL EMPLOYEES		12	5 5	0	0	0	0	0	
WEST YARMOUTH	480	12	5	O	U	U	U	U	
WOCB AF 01018	480								
FULL TIME HIGHER PAY		0.2	7	0	_		0	^	
FULL TIME LOWER PAY		23 2	7 2	0	0	0	0	0	
FULL TIME TOTAL		25	9		-	_	0	0	
PART TIME TOTAL			0	0	0	0	0	0	
1984 TOTAL EMPLOYEES		2 27	9	0	0	0	0	0	
	495	21	9	U	U	U	U	O	
WDRCESTER WSMW TV 06501									
	WORCESTER	27		-	^	•	•	_	
FULL TIME HIGHER PAY			8	5	0	0	0	5	
FULL TIME LOWER PAY		9	6	0	0	0	0	0	
FULL TIME TOTAL		36	14	5	0	0	0	5	
PART TIME TOTAL		2	2	0	0	0	0	0	
1984 TOTAL EMPLOYEES	HODGEGTED	38	16	5	0	0	0	5	
WFTQ AF 00301	WORCESTER	45			^	•	•		
FULL TIME HIGHER PAY		45 7	14	1	0	0	0	1	
FULL TIME LOWER PAY		•	7	0	0	0	0	0	
FULL TIME TOTAL		52	21	1	0	0	0	1	
PART TIME TOTAL		13	4	0	0	0	0	0	
1984 TOTAL EMPLOYEES		65	25	1	0	0	0	1	



STATE COMMUNITY	MARKET OR METRO AREA	TOTAL Employees	TOTAL FEMALES	MINORI	TIES (I	NCLUDING	FEMALE E	MPLOYEES)
MICHIGAN	MARKET ON METRO AREA	C CO1 CE3	FMALES			ASIAN	AM IND/	HIS-
DETROIT	285			TOTAL	BLACK	PAC/ISL		PANIC
WOMC FM 03235	DETROIT							
FULL TIME HIGHER PAY		18	7	2	2	0	0	O
FULL TIME LOWER PAY		8	7	3	3	0	0	0
FULL TIME TOTAL		26	14	5	5	Ō	0	Ó
PART TIME TOTAL		14	3	2	2	Ó	Ö	0
1984 TOTAL EMPLOYEES		40	17	7	7	Ō	0	Ó
WQR5 FM 08264	DETROIT		• • •		·	•	·	-
FULL TIME HIGHER PAY	2 a 7 17 a 2 7	16	5	0	0	0	0	0
FULL TIME LOWER PAY		4	4	2	2	ŏ	Ö	ō
FULL TIME TOTAL		20	9	2	2	Ö	ŏ	Ö
PART TIME TOTAL		7	2	ō	ō	Õ	ŏ	ŏ
1984 TOTAL EMPLOYEES		27	11	2	2	Ó	Õ	Ö
WWWW FM 08169	DETROIT	•		-	_	ŭ	· ·	•
FULL TIME HIGHER PAY	<i>52</i> (26	9	3	3	0	0	0
FULL TIME LOWER PAY		7	6	3	3	Õ	ŏ	Ö
FULL TIME TOTAL		33	15	6	6	ŏ	Ö	ŏ
PART TIME TOTAL		4	0	ŏ	ŏ	ŏ	ŏ	ŏ
1984 TOTAL EMPLOYEES		37	15	6	6	ŏ	ŏ	ŏ
WDET ER 07854	DETROIT	0.	, ,	ŭ	ŭ	ŭ	ŭ	Ü
FULL TIME HIGHER PAY	OL INGI I	9	6	4	4	0	0	0
FULL TIME LOWER PAY		Ö	ŏ	ō	ò	Ö	ŏ	Ö
FULL TIME TOTAL		9	6	4	4	ŏ	ŏ	Ö
PART TIME TOTAL		18	ģ	10	7	õ	ō	3
1984 TOTAL EMPLOYEES		27	15	14	11	õ	ŏ	3
WDTR ER 07599	DETROIT					•		•
FULL TIME HIGHER PAY		9	2	3	3	0	0	o
FULL TIME LOWER PAY		3	3	ō	ō	Õ	Ö	Ö
FULL TIME TOTAL		12	5	3	3	ŏ	Ō	ŏ
PART TIME TOTAL		Ō	ō	Ö	ō	ŏ	ō	ō
1984 TOTAL EMPLOYEES		12	5	3	3	ŏ	Ö	Ŏ
DOWAGIAC	290		•	•	•	· ·	ŭ	· ·
WDDW AF 05046	230							
FULL TIME HIGHER PAY		5	0	0	0	0	0	0
FULL TIME LOWER PAY		1	1	ŏ	Ŏ	ŏ	ō	ŏ
FULL TIME TOTAL		6	· i	ŏ	ŏ	ŏ	ŏ	ō
PART TIME TOTAL		3	Ò	ŏ	ŏ	ŏ	ŏ	ŏ
1984 TOTAL EMPLOYEES		. 9	1	Ö	Ö	Ö	ō	Ö
EAST LANSING	300	•	•	ŭ	Ū	•	Ů	•
WKAR ET 07641	LANSING-DNDNDAGA							
FULL TIME HIGHER PAY		58	12	6	4	0	0	2
FULL TIME LOWER PAY		8	8	Ö	ō	Ö	ŏ	ō
FULL TIME TOTAL		66	20	6	4	Ö	ŏ	2
PART TIME TOTAL		52	25	4	2	Ö	ŏ	2
1984 TOTAL EMPLOYEES		118	45	10	6	0	ő	4
1304 TOTAL CMPLOTEES				.0	0	~	9	·



STATE COMMUNITY			TOTAL	TOTAL	MINODI	T150 (1	NOUNDANG	. FEMALE .	
MISSOURI		MARKET OR METRO AREA	EMPLOYEES	FEMALES		1162 (1	NCLUDING	FEMALE E	MPLOYEES)
CARROLLTON							ASIAN	AM IND/	117.0
KAOL AF	04724	O38			TOTAL		PAC/ISL		HIS-
	TIME HIGHER PAY					DENOR	1 40/136	MEMORAIN	PANIC
FULL	TIME LOWER PAY		14	3	1	0	0	0	1
FULL	TIME TOTAL		2	2	Ó	ŏ	ŏ	ő	Ö
	TIME TOTAL		16	5	1	ŏ	ŏ	ŏ	1
	TOTAL EMPLOYEES		2	0	0	Ŏ	ŏ	ŏ	Ö
CARTHAGE	TOTAL EMILEGICES	045	18	5	1	ō	Õ	ŏ	1
KDMO AF	01234	045				-	ŭ	J	•
	TIME HIGHER PAY	JOPLIN							
FULL	TIME LOWER PAY		10	2	0	0	0	0	0
FULL	TIME TOTAL		1	1	0	0	Õ	ŏ	ő
PART	TIME TOTAL		11	3	0	0	ŏ	ŏ	ő
1984	TOTAL EMPLOYEES		2	1	0	Ö	ŏ	ŏ	0
CHILLICOTHE	TOTAL CHIPCOTEES	000	13	4	0	Ō	Ö	Ö	Õ
KCHI AF	02391	090				•	Č	O	O
	TIME HIGHER PAY								
FIII	TIME LOWER PAY	•	8	3	0	0	0	0	U
FILL	TIME TOTAL	·	1	1	Ō	ŏ	ŏ	ŏ	0
	TIME TOTAL		9	4	Ö	ŏ	ŏ	0	
1004	TOTAL EMPLOYEES		2	0	ŏ	ŏ	ŏ	0	0
CLAYTON	ICIAL EMPLUYEES		11	4	ő	ŏ	Ö	0	0
KFUO AF	07005	105			Ū	Ü	O	O	0
	TIME HIGHER PAY	ST LOUIS							
FILL	TIME HIGHER PAY		15	3	1	1	0	0	0
	TIME LOWER PAY		3	3	Ó	ó	0	0	0
	TIME TOTAL		18	6	1	1	Ö	0	0
			8	ŏ	ó	Ö	0	0	0
COLUMBIA	TOTAL EMPLOYEES		26	6	1	1	0	0	0
KCBJ TV	00500	135		•	•	•	U	O	0
	TIME HIGHER PAY	COLUMBIA-JEFFERSON CITY							
FULL	TIME HIGHER PAY		18	2	1	1	0	0	•
FULL	TIME LOWER PAY		5	5	ò	Ö	0	0	0
DART	TIME TOTAL		23	7	1	1	ŏ	0 0	0
	TIME TOTAL		2	2	1	i	Ö	=	0
LOMI TV	TOTAL EMPLOYEES		25	9	2	2	Ö	0	0
KOMU TV	TIME UVOLED DO	COLUMBIA-JEFFERSON CITY	· ·	-	-	4	U	0	0
	TIME HIGHER PAY		45	9	3	3	•	_	_
	TIME LOWER PAY		7	5	Ö	0	0	0	0
	TIME TOTAL		52	14	3	3	0	0	0
	TIME TOTAL		22	5	0	0	0	0	0
1984	TOTAL EMPLOYEES		74	19	3	_	0	0	O
			7 37	19	ა	3	0	O	0

